DOCUMENT RESUME

ED 188 821 RC 012 090

AUTHOR Minter, Mary D.
TITLE Status of Civil Rights in Texas. Volume III: A Report on the Status of Minority Group Members and Women in Public Employment and Public Education in Texas During 1977.
INSTITUTION Texas State Advisory Committee to the U.S. Commission on Civil Rights, Austin.
SPONS AGENCY Commission on Civil Rights, Washington, D.C.
PUB DATE Jan 80
NOTE 841p.; For related documents, see RC 012 087-089.

EDRS PRICE MF05/PC34 Plus Postage.
DESCRIPTORS Blacks; Civil Rights; *Employment Patterns; Employment Practices; Employment Statistics; Federal Legislation; *Females; *Government Employees; Mexican Americans; *Minority Groups; *Power Structure; *Public Education; State Boards of Education; State Government; State History; Underemployment
IDENTIFIERS *Texas; Voting Rights Act 1975

ABSTRACT

The Texas tradition of placing women and minorities in lower paying, less prestigious jobs without policy-making responsibility continued through the 1970s in the areas of public employment and public education. For all employment at all governmental levels in all regions and city sizes, minority members and women earned the lowest salaries. Prestigious, well paying, key decision-making jobs were almost exclusively the province of white/Anglo males. Where large minority concentrations existed, minority participation in key positions was enhanced but by no means assured. Public education reflected the trends of public employment in that there was an absence of minority members and women in key positions throughout the state system. Even when a minority group formed a majority of the local population, key administrative staff was not necessarily drawn from the minority. Superintendents were minority members only when a majority of the local school board were also minority members. Within the Texas Education Agency, 90% of the jobs with salaries over $25,000/year were held by men and 93% by white/Anglos, while 77.2% of the jobs with salaries under $10,000/year were held by Hispanic women. (SB)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED188821

RC 012 090

U.S. DEPARTMENT OF HEALTH,
EDUCATION & WELFARE
NATIONAL INSTITUTE OF
EDUCATION

THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

"In the problem of racial discrimination, statistics often tell much, and courts listen."

Chief Judge John Brown, U.S. Court of Appeals for the Fifth Circuit in *Alabama v. United States*, 304 F. 2d 583, 586 (5th Cir. 1962)

THE UNITED STATES COMMISSION ON CIVIL RIGHTS

The United States Commission on Civil Rights, created by the Civil Rights Act of 1957, is an independent, bipartisan agency of the executive branch of the Federal Government. By the terms of the Act, as amended, the Commission is charged with the following duties pertaining to denials of the equal protection of the laws based on race, color, sex, religion, or national origin: investigation of individual discriminatory denials of the right to vote; study of legal developments with respect to denials of the equal protection of the law; appraisal of the laws and policies of the United States with respect to denials of equal protection of the law; maintenance of a national clearinghouse for information respecting denials of equal protection of the law; and investigation of patterns or practices of fraud or discrimination in the conduct of Federal elections. The Commission is also required to submit reports to the President and the Congress at such times as the Commission, the Congress, or the President shall deem desirable.

THE STATE ADVISORY COMMITTEES

An Advisory Committee to the United States Commission on Civil Rights has been established in each of the 50 States and the District of Columbia pursuant to section 105(c) of the Civil Rights Act of 1957 as amended. The Advisory Committees are made up of responsible persons who serve without compensation. Their functions under their mandate from the Commission are to: advise the Commission of all relevant information concerning their respective States on matters within the jurisdiction of the Commission; advise the Commission on matters of mutual concern in the preparation of reports of the Commission to the President and the Congress; receive reports, suggestions, and recommendations from individuals, public and private organizations, and public officials upon matters pertinent to inquiries conducted by the State Advisory Committee; initiate and forward advice and recommendations to the Commission upon matters in which the Commission shall request the assistance of the State Advisory Committee; and attend, as observers, any open hearing or conference which the Commission may hold within the State.

Texas Advisory Committee
to the
United States Commission on Civil Rights

Most Reverend Patrick F. Flores, Chairperson
San Antonio

Dr. Denzer Burke, Vice-Chairperson
Texarkana

Joe J. Bernal
San Antonio

Tony Byars
Woodville

James C. Calaway
Houston

Bobby Webber
Ft. Worth

Maria Del R. Castro
San Antonio

Martha P. Cotera
Austin

Dr. Hector P. Garcia
Corpus Christi

Arnulfo Guerra
Roma

Olga M. LePere
McAllen

Dr. Earl Lewis
San Antonio

Barbara D. Evans
Houston

Sharon Macha
Houston

Carnegie H. Mims
Houston

Ben T. Reyes
Houston

Velma A. Roberts
Austin

William R. Sinkin
San Antonio

Paula Y. Smith
Austin

Fumi Sugihara
College Station

Catherine M. Taylor
Fort Worth

Milton I. Tobian
Dallas

Hon. Carlos Truan
Corpus Christi

Luis A. Velarde
El Paso

Charles A. Wright
Austin

ACKNOWLEDGEMENTS

The preparation of this report was directed by J. Richard Avena, director of the Southwestern Regional Office.

This publication was written by Mary D. Minter. The following staff members also participated in the preparation of this publication: Gloria Cabrera, John Foster Dulles, II, Ernest Gerlach, J. Calvin Hall, George Korbel, Eugenio Lazo, Virginia McRae, Charles Miles, Barbara Sweatt, and Norma Valle.

Contractors participating in the development of this publication were Cultural Resources Association with Dr. Charles Cotrell, Director; and Intercultural Development Research Association, Dr. Jose Cardenas, Executive Director.

Final preparation for the publication was the responsibility of Mary Minter, Barbara Sweatt, and Virginia McRae.

A REPORT ON THE STATUS OF MINORITY GROUP MEMBERS AND WOMEN IN PUBLIC EMPLOYMENT AND PUBLIC EDUCATION IN TEXAS DURING 1977

A report of the Texas Advisory Committee to the
United States Commission on Civil Rights

Attribution:

The findings and recommendations contained in this report are those of the Texas Advisory Committee to the United States Commission on Civil Rights and as such, are not attributable to the Commission. This report has been prepared by the State Advisory Committee for submission to the Commission and will be considered by the Commission in formulating its recommendations to the President and the Congress.

Rights of Response

Prior to the publication of a report, the State Advisory Committee affords to all individuals or organizations that may be defamed, degraded or incriminated by any material contained in the report an opportunity to respond in writing to such material. All responses have been incorporated, appended, or otherwise reflected in the publication.

TABLE OF CONTENTS

PAGE

INTRODUCTION.................................... 1

CHAPTER I
Regional Characteristics of Texas.................. 10

CHAPTER II
Texas Population by City Size and Region........... 21

CHAPTER III
Methodology.................................... 26

CHAPTER IV
Federal Civilian Employment in Texas............... 37

CHAPTER V
State Employment in Texas.......................... 61

CHAPTER VI
County Employment in Texas......................... 84

CHAPTER VII
Municipal Employment in Texas......................113

CHAPTER VIII
Public Education in Texas..........................162

INTRODUCTION

An Historical Background

According to the Bureau of the Census, there were approximately 11.2 million Texans, of whom about 3.5 million were classified as minority (1.4 million blacks and more than 2 million Hispanics) in 1970.[1] Texas was the fourth most populous state in the nation and ranked second in the number of Mexican Americans and third in the number of blacks.[2] While blacks and Hispanics together constituted slightly less than one-third of the State's population, they represented almost two-thirds of those below the poverty level. Only 10.4 percent of all white/Anglos in Texas were at or below the poverty level, while more than 35 percent of each of the two minority groups fell in that range.[3]

The unemployment rate among minorities in Texas was approximately twice that of white/Anglos.[4] Furthermore, inadequate health services and housing for vast numbers of minorities severely contributed to the continuing disparity between racial and ethnic groups in the State.[5] The disparity between racial and ethnic groups abounded and indeed appeared to be institutionalized in Texas.

Between 1957 and 1970 six Civil Rights Acts were passed by Congress in an effort to end legal discrimination among citizens because of race, religion, color, or national origin.[6] The major thrust of these laws was the prohibition of discrimination in areas considered vital to the "American way of life" - e.g., voting, education, employment, and housing. In 1968, the U.S. Commission on Civil Rights, established by the Civil Rights Act of 1957, conducted hearings in the State of Texas for the first time. The hearings were held in San Antonio. This represented the first time ever that the Commission's hearings focused on civil rights issues of specific concern to Mexican Americans. There were more than 80 witnesses appearing and testifying before the Commission on matters of education, employment, political participation, economic security, and the administration of justice.

Upon completion of these hearings, a complete transcript of the proceedings was published.[7] This document incorporated eight separate staff reports which have been widely disseminated and used extensively for research, litigation, educational and organizational endeavors. Indeed, this set of works has become a standard reference work for civil rights and social change advocates in the Southwest.

The Commission's 1968 hearings helped inspire a new and vigorous effort to achieve civil rights for all citizens in Texas. Organizational and educational efforts were also undertaken by various groups, some of which were characterized by confrontation and public protests. These activities represented a new era in the struggle for social justice and were widely perceived as a serious threat to many established institutions within the State.

As a result of the hearings, the Commission embarked on several significant research projects addressing issues identified at the hearing. Notable among these were Mexican Americans and the Administration of Justice in the Southwest (1970) and a six-report study on educational opportunities for Mexican Americans in the Southwest (The Mexican American Education Study, 1969-1974). In addition, a report entitled Civil Rights in Texas (1970) was made by the Texas Advisory Committee to the Commission. This report identified typical examples of discrimination which supported the statistical evidence found in the Census records.

To date, the studies on Texas conducted by the Commission and the Texas Advisory Committee have reflected that minorities in this State are not afforded the same rights and opportunities as those enjoyed by the white/Anglo majority. These studies also reflect that disparities among the various groups can be largely attributed to the historical exclusion of minorities from participation in the decision-making process, both public and private, which have determined the allocation of resources throughout the State.

Since 1968, Texas has witnessed many dramatic changes in all aspects of society. Political changes have occurred, often as a result of hard fought litigation and legislative efforts, which have brought about significant progress in the area of minority political participation. Many of these changes have resulted from new federal laws and court orders mandating equal access to the political process. One case in point is the Federal Voting Rights Act.[8] Because Texas was not included in the coverage of the original 1965 Federal Voting Rights Act, the dramatic political gains secured in other southern states were not replicated in Texas. The poll tax, for instance, was not abolished until 1966,[9] and then only by a federal court. Until 1966 no black was nominated by either political party, let alone elected to any State office; and although a black woman was elected and served in the State Senate from 1968 to 1972, there are no blacks in the State Senate today. While changes have occurred during the past ten years, largely as the result of litigation and the extension of the Federal Voting Rights Act to include Texas, minorities and women are still severely underrepresented in the electoral process.

These facts were disturbing to the Texas Advisory Committee to the U.S. Commission on Civil Rights. Consequently, a series of studies were undertaken to determine whether major changes have occurred in Texas over the past decade.

Given that the State itself has often resisted reforms which would result in providing greater access to State institutions by minorities, it was decided that an investigation should be made to determine and to document the participation levels of minority group members and women in various aspects of decision-making, governance (or policy-making decisions and activities) and employment in the State of Texas since 1968. Information was gathered, not only to assess the status of the Mexican American, but also that of other minority groups and of women in the State of Texas. Data for the project were gathered in the areas of employment, education, administration of justice, and political participation. One study component provides a snapshot view of the public workforce (i.e., a picture of what was found at that time) at the federal, state, county, and muncipal levels showing breakdowns by race, ethnicity and gender and providing analyses within and among various jurisdictions, determining patterns of distribution based on agencies, salary levels, and job categories for each group.

The second study component focuses on the State education system. It provides a picture of the structural and functional aspects of the system and identifies key decision-making positions in governance and administration at the State level. It also focuses on the composition of the school boards, and superintendents positions of the local districts. For the seven largest metropolitan districts the composition of the principalships and selected teaching staffs were reviewed. The purpose was to determine relationships which might exist as a result of differences in the racial/

ethnic makeup of key decisionmakers.

Other studies were undertaken in this series in the areas of political participation and administration of justice. The results of such reports, however, are reported in other publications.

The purpose of this report is to highlight the major findings and to provide a more current picture of the involvement of minority group members and women in public employment, and education; and to ascertain if, in fact, governance and decision-making in these key areas are influenced by the minority groups and women in Texas.

ORGANIZATION OF THE REPORT

Part I: Regionalization and Stratification of Texas

The State of Texas is extremely large, both in terms of population and land area. There also exists great diversity of cultures within the State. Consequently, this investigation and findings are presented in a manner that will allow one to consider the impact of differences in cultural, economic, and geographical factors found in various sections of the State. Such differences might otherwise be overshadowed in the statewide aggregations of data. Chapter 1 provides the background for how the regions were conceptualized.

Also, there is a vast difference in the lifestyles and resources available to rural and urban citizens within the State. Chapter 2 identifies different size categories into which cities were grouped for analyses of employment data and how these various size strata (i.e., categories) are distributed across the regions and the State.

Chapter 3 provides details of the methodology employed in collecting and organizing the data and identifies the types of analyses that were performed. A discussion of the problems and limitations of the study are reported here also.

Part II: Public Employment in Texas

This part is divided into four chapters which are described below.

Chapter 4 covers federal civilian employment. Only statewide totals are reported. Results were not available to provide analyses by region or strata. Findings are reported by agency, and by grade and salary level for each pay plan for each of the major racial, ethnic and gender groups in the State.

Chapter 5 summarizes the public employment at the State level. The findings are provided by agency, by job category, and by salary level for State employees. Like findings at the federal level, only the statewide totals are reported. Data were not available for regional and strata breakdowns.

Chapter 6 provides the summary of findings for county employment data. These findings are reported by region as well as for the entire state. The breakdown is not provided by size strata, however, since the data reporting format did not allow for such analyses.

Chapter 7 provides the summary of public employment findings at the municipal level. Analyses at this level are reported for the total State for each region, and for each size strata.

At each governmental level (i.e., federal, State, county, and municipal), a breakdown of the distribution of each racial, ethnic, and gender group throughout the respective categories of jobs and salary ranges is provided.

Part III: Public Education in Texas

The relationship between the State legislature, the State Board of Education, the Commissioner of Education and the Texas Education Agency (TEA) is reviewed. Membership on the State Board of Education and employment within TEA are analyzed for involvement by minorities and women. Public education at the local level takes an abbreviated form in that only selected positions of employment are considered for review although a complete breakdown of the boards of trustees for all of the local independent school districts is provided.

INTRODUCTION

REFERENCES

1. U.S. Bureau of the Census, Census of Population: 1970 General Population Characteristics, Final Report PC(1)-B1, United States Summary, hereafter referred to as the 1970 Census Report.

2. Fred Pass and Ruth Harris (Eds.), Texas Almanac and State Industrial Guide 1978-1979 (Dallas, Texas: A.H. Belo Corporation. 1977). Hereafter referred to as The Texas Almanac.

3. State of Texas, Office of Economic Opportunity, Texas Department of Community Affairs, Poverty in Texas, 1973, released May, 1974; hereinafter referred to as Poverty in Texas, 1973, pp. 10-11.

4. Ibid., p. 71.

5. Poverty in Texas, 1973.

6. There include the Civil Rights Acts of 1957, as amended. Sections 101-106 of the Civil Rights Act of 1957, 71 Stat. 634; as amended by the Civil Rights Act of 1960, 74 Stat. 86; as amended by the Civil Rights Act of 1964, 78 Stat. 241; as amended by 81 Stat. 582 (1967); and as amended by 84 Stat. 1356 (1970).

7. U.S. Commission on Civil Rights, Hearing before the United States Commission on Civil Rights, San Antonio, Texas, Dec. 9-14, 1968 (hereinafter referred to as the San Antonio Hearing.

8. The Voting Rights Act of 1965 (42 U.S.C. 1973 et seq.).

9. United States v. Texas, 252 F. Supp. 234 (1966).

Part One

The Study Setting, Population Characteristics, and Methodology

CHAPTER I

REGIONAL CHARACTERISTICS OF TEXAS

The State of Texas constitutes approximately seven percent of the total area of the United States.[1] The land area encompasses 262,840 square miles.[2] Between 1960 and 1974, Texas jumped from the sixth most populous State to the third most populous State in the U.S.[3] The population of Texas was estimated by the U.S. Census Bureau to be 12,487,000 in 1976.[4] For purposes of this study, however, the 11,196,730 reported in the 1970 Census count[5] will be used as the official size.

Among the 254 counties of the State, the population of the individual counties varies from 164 inhabitants in Loving County[6] to more than 1.7 million in Harris County.[7] Just as the size of the counties varies in terms of population, it also varies in terms of land area and population density. Brewster County, for example, covers 6,204 square miles[8] and has a population of 7,780[9] (or 1.3 persons per square mile), while Dallas County covers 859 square miles[10] but has a population of 1,327,321 inhabitants[11] (1,545.2 persons per square mile). It would appear obvious that lifestyles, traditions, institutions, and problems in places such as Loving County, with less than one person per square mile, will be quite different from those in Harris County, having more than 1,000 persons per square mile.

Other differences that might be expected may be attributed to such factors as the nature of the local economy. This would include whether the local economy is dependent primarily upon small farms, large ranches, fishing, oil industry, or governmental employment as the major source of income for the area.

There are three racial/ethnic groups which make up the bulk of the population in Texas. They include blacks, Hispanics (primarily Mexican Americans), and white/Anglos.

Among these various groups, the socio-economic conditions vary widely as do the patterns of concentrations within different geographical areas of the State.

Based on these demographic facts, it becomes quite clear that studies using only statewide aggregation of data, while useful in many cases, may obscure significant differences among the various racial/ethnic groups simply because of within-group differences to which aggregate analyses may not be sufficiently sensitive. Consequently, in order to more accurately portray the conditions of all groups within the State, six regions have been designated as units of analyses. These regions are based on the following criteria.

Geographical Considerations:

- Physical and geological features of the area
- Natural resources including environmental and ecological features

Socio-Economic Factors:

- Major industries/occupations
- Labor force characteristics
- Racial/ethnic concentrations

Political Considerations:

- Predominant ideologies
- Political orientation and culture

In order to give the reader a more accurate perception of the need for regionalization within the State of Texas, a graphical presentation (Figure 1.1) is provided which compares the population of the regions of Texas with the total populations of selected states within the continental U.S.A.

The graphic presentation in Figure 1.1 has been scaled

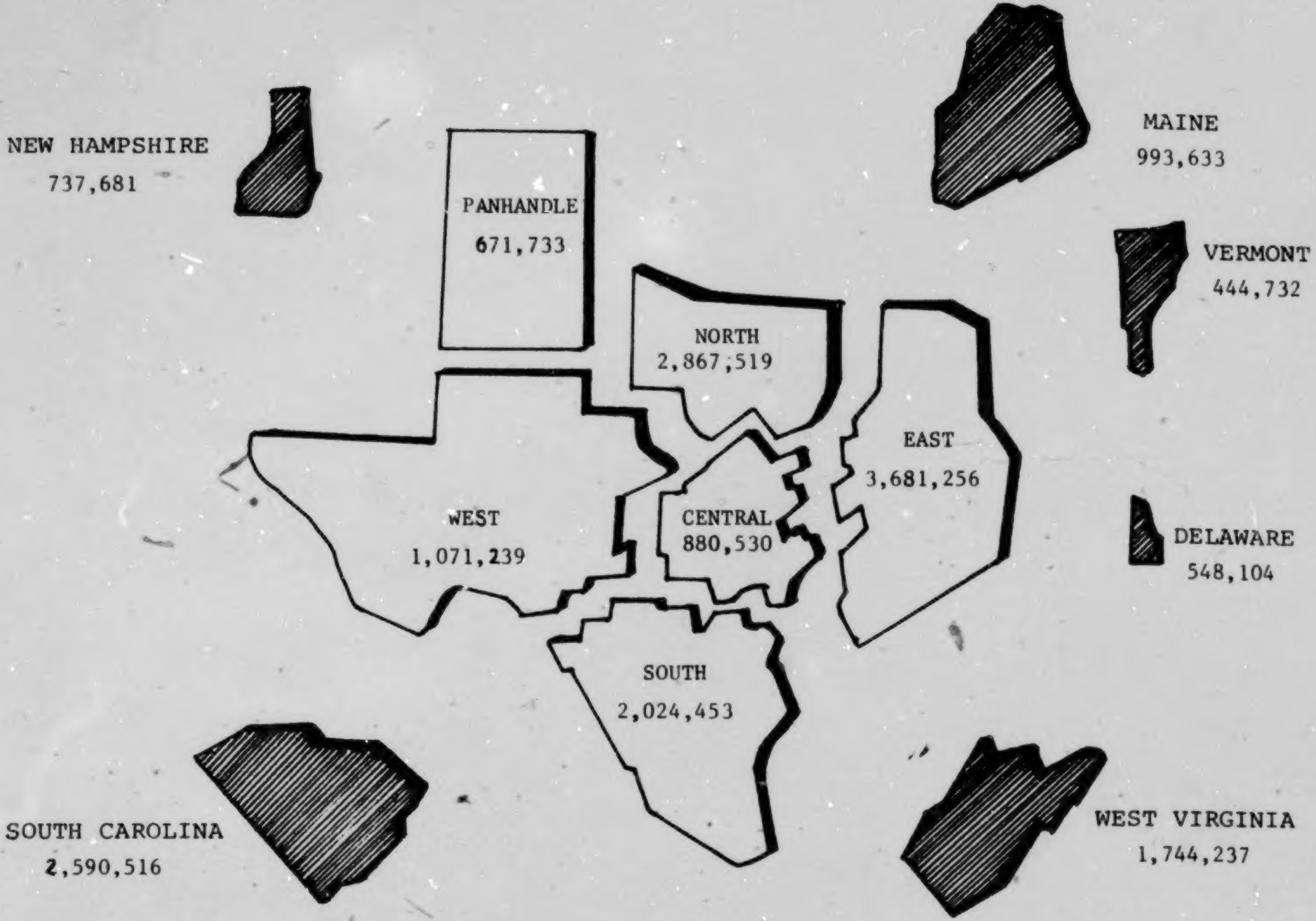
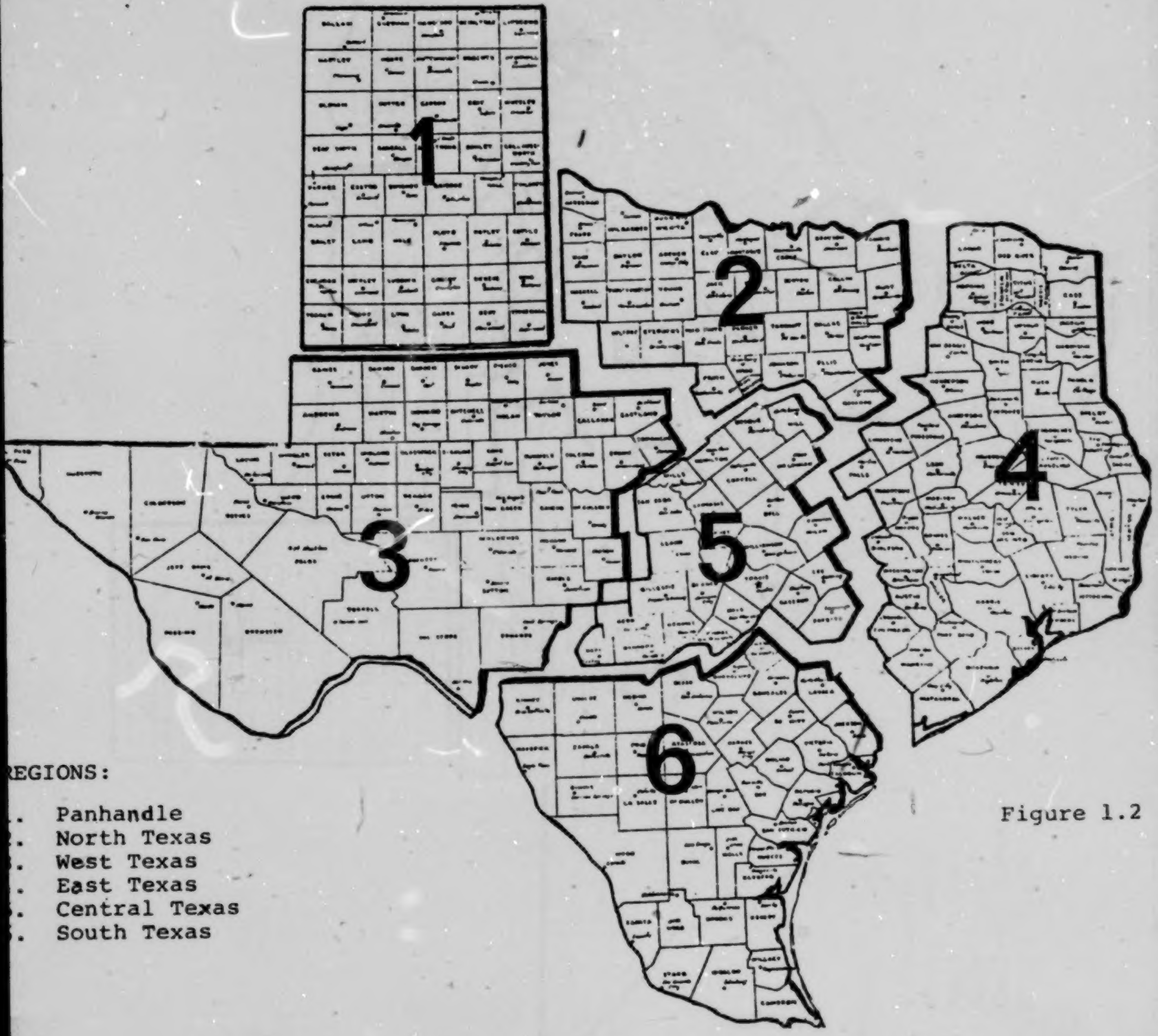

NEW HAMPSHIRE
737,681
PANHANDLE
671,733
MAINE
993,633
VERMONT
444,732
NORTH
2,867,519
EAST
3,681,256
WEST
1,071,239
CENTRAL
880,530
DELAWARE
548,104
SOUTH
2,024,453
SOUTH CAROLINA
2,590,516
WEST VIRGINIA
1,744,237

Figure 1.1

A comparison of the Population and Geographical Areas of six Selected States With That of the Six Regions of Texas

SOURCE: U.S. Census of Population, 1970 as reported in Information Please Almanac, 1979 Information Please Publishing Co., New York, P. 790.



EGIONS:

. Panhandle
. North Texas
. West Texas
. East Texas
. Central Texas
. South Texas

Figure 1.2

to size to also show land area comparisons of the regions of Texas with the land area of the respective states selected for population comparison.

Figure 1.2 outlines the six regions of the State of Texas while Table 1.1 provides a tabular comparison of the population within each of these six geographical areas, providing breakdowns by race, ethnicity, and gender for each region. In addition, Table 1.1 shows what percentage of the total State population is found in the respective regions based on 1970 Census data. Descriptions of the respective regions are provided preceding Table 1.1

Table 1.2 indicates the percentages of the respective regional population which was made up by each of the various racial and ethnic groups, by gender, according to 1970 Census data.

DESCRIPTION OF TEXAS REGIONS

The descriptions provided in this section include information on the cultural background and political orientation of the respective regions. Data for this section is included in another report to the Texas Advisory Committee to the U.S. Commission on Civil Rights by Dr. Charles Cotrell. The data on the cultural aspects of the region are derived primarily from D.W. Meinig, Imperial Texas: An Interpretive Essay in Cultural Geography. Austin, Texas: University of Texas Press, 1969; hereinafter referred to as Meinig, 1969.

The information on political orientation of the respective region is based on the works of Clifton McClesky, et al, The Government and Politics of Texas, 6th Edition (Little, Brown and Company, 1978), Chapter 4.

Region 1: Panhandle Region

The Panhandle region is composed of 44 counties. As indicated in Tables 1.1 and 1.2, the total population is 671,733; 14.1 percent of this number is Hispanic, while 5.0 percent is black. The Panhandle is a flat arid farming region originally settled by Middle-Western Protestants from states such as Kansas and Oklahoma. The wheat farming and conservative political convictions introduced by these early settlers have become traditional to the region.

Region 2: North Texas Region

The region of North Texas, 34 counties in size, has a total population of 2,867,519; 12.9 percent is black and 5.7 percent is Hispanic as reflected in Tables 1.1 and 1.2. North Texas cities such as Dallas and Fort Worth are a confluence of the East and West Texas regions.

Small blackland farms dot the rural fringes of North Texas, while the Fort Worth-Dallas Metroplex has become a major banking and commercial center as well as a major center for the defense industry. The political character of North Texas is mixed, with Dallas, Denton, and Cooke counties showing strong tendencies towards a conservative and Republican orientation, while the rural northeastern portion of the region can be characterized as conservative and Democratic.

Region 3: West Texas Region

There are 50 counties which make up the West Texas region. The West Texas region has a total population of 1,071,239, 31.4 percent of which is Spanish surnamed, and 3.8 percent of which is black as seen in Tables 1.1 and 1.2. This wide expanse of arid land is cattle and oil country. The region was originally settled by Mexicans from northern Mexico and Anglos from the southern United States. Current data indicate that the region retains a cultural/ethnic pattern similar to that of early settlement days. Voting patterns of the region can be characterized as conservative and Democratic. The possible exception to the conservative orientation in politics is the westward-oriented City of El Paso (which is nearly 60 percent Spanish surnamed).

Region 4: East Texas Region

The East Texas region, which includes portions of the Gulf Coast area, has a population of 3,681,256 in its 61 counties. East Texas is the heart of black population concentration in Texas; according to Table 1.1, 20.7 percent of this region's population is black, while 7.7 percent is Hispanic. Excluding the Gulf Coast area, the East Texas region is socially and politically much like the old South. Social relations between blacks and white/Anglos in this region are static and still primarily segregated. Fundamentalist religious convictions are predominant among both blacks and white/Anglos. The East Texas region is overwhelmingly Democratic in party orientation. In the rural portions of East Texas, to the north of Houston, timber, farming and some livestock raising account for the economic base of the region. The Gulf Coast, especially the Houston area, is experiencing a population explosion. The ultramodern city of Houston and the surrounding area is considered as a leading industrial and technological area in the United States. With industrialization comes unionization of the workforce; hence, cities such as Beaumont, Port Arthur, and Houston are deeply influenced politically by the generally liberalizing effect of unions (this does not mean, however, that unions have always been a liberalizing influence in the politics of racial exclusion in these areas).

Region 5: Central Texas Region

The 25 counties of the Central Texas region constitute the geographical heart of Texas. The population of this region is 880,530. The Spanish surnamed population is 12.1 percent and the black population is 11.0 percent according to data in Tables 1.1 and 1.2. The northern portion of the region around McClennan County (Waco, Texas) shares some of the economic, racial and political characteristics of East Texas. In contrast, the southern portion of the region, that area known as the Hill Country, is historically, culturally, and politically very different from the northern part of the region. The area includes five counties which are heavily influenced by a German American culture and which are conservative in political affiliation; indeed, their ancestors seceded from the Confederacy over one hundred years ago. Of course, at the center of this region is the State Capitol - Austin.

Region 6: South Texas Region

The South Texas region is one of the most culturally and linguistically distinct regions in the entire state. The population size of the 40 counties of South Texas is 2,024,453. The greatest concentration of Hispanics reside in this region. Of the region's population, 52.4 percent is Hispanic, while 4.7 percent is black as reflected in Tables 1.1 and 1.2. Farming, ranching, vegetable and fruit growing characterize the economy of the region. A steady influx of immigrants from Mexico keeps alive the Spanish language and mores. South Texas is distinctively Democratic in party orientation. Relations among the white/Anglo and Hispanic residents of this region are at times polarized and hostile; allegations of discrimination are frequent.

Table 1.1
Distribution of State Population by Race, Ethnicity, Gender and Region of the State for 1970

Region	Total Population	Percent State Total	MALE					FEMALE				
			Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Panhandle	671,733	6.0	329,605	263,002	16,227	47,936	2,440	342,128	275,150	17,388	47,187	2,403
North Texas	2,867,519	25.6	1,392,671	1,125,051	174,880	82,487	10,253	1,474,848	1,189,758	193,677	81,459	9,954
West Texas	1,071,239	9.6	524,230	337,030	20,309	162,714	4,177	547,009	347,694	20,593	173,989	4,733
East Texas	3,681,256	32.9	1,802,607	1,283,466	366,265	142,290	10,586	1,878,649	1,330,941	397,275	139,889	10,544
Central Texas	880,530	7.9	442,530	335,274	48,258	54,672	4,326	438,000	332,999	48,702	52,314	3,985
South Texas	2,024,453	18.1	989,526	420,530	46,962	513,151	8,883	1,034,927	428,652	48,469	549,436	8,370
TOTAL	11,196,730	100.0%[2]	5,481,169	3,764,353	672,901	1,003,250	40,665	5,715,561	3,905,194	726,104	1,044,274	39,989

SOURCE: Data derived from 1970 Census of Population, General Population Characteristics: Texas, U.S. Department of Commerce, Bureau of the Census, Table: 35 (pp. 45/272 to 45/336).

[1] Other includes Asian Americans and Native Americans.

[2] Percentages may not total 100% due to rounding error.

Table 1.2

Percentage
Distribution of State Population by Race, Ethnicity, Gender and Region of the State for 1970

Region	Total Population	Percent Regional Total[2]	MALE					FEMALE				
			Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Panhandle	671,733	100%	(49.1%)	(39.2%)	(2.4%)	(7.1%)	(0.4%)	(50.9%)	(41.0%)	(2.6%)	(7.0%)	(0.4%)
North Texas	2,867,519	100%	(48.6%)	(39.2%)	(6.1%)	(2.9%)	(0.4%)	(51.4%)	(41.5%)	(6.8%)	(2.8%)	(0.3%)
West Texas	1,071,239	100%	(48.9%)	(31.5%)	(1.9%)	(15.2%)	(0.4%)	(51.1%)	(32.5%)	(1.9%)	(16.2%)	(0.4%)
East Texas	3,681,256	100%	(49.0%)	(34.9%)	(9.9%	(3.9%)	(0.3%)	(51.0%)	(36.2%)	(10.8%)	(3.8%)	(0.3%)
Central Texas	880,530	100%	(50.3%)	(38.1%)	(5.5%)	(6.2%)	(0.5%)	(49.7%)	(37.8%)	(5.5%)	(5.9%)	(0.4%)
South Texas	2,024,453	100%	(48.9%)	(20.8%)	(2.3%)	(25.3%)	(0.4%)	(51.1%)	(21.2%)	(2.4%)	(27.1%)	(0.4%)
Total	11,196,730											
% of State Population			49.0%	33.6%	6.0%	9.0%	0.4%	51.0%	34.9%	6.5%	9.3%	0.4%

Source: Data derived from 1970 Census of Population, General Population Characteristics: Texas, U.S. Department of Commerce, Bureau of the Census, Tables: 35 (pp. 45/272 to 45/336).

[1] Other includes Asian Americans and Native Americans.

[2] Percentages may not total 100% due to rounding error.

CHAPTER I

REFERENCES

1. Texas Almanac and State Industrial Guide, 1978-79, Dallas, Texas: A. H. Belo Corporation, 1977, p. 119; hereinafter referred to as the Texas Almanac, 1978-79.

2. Ibid.

3. Ibid., p. 183.

4. Ibid.

5. U.S. Bureau of the Census, 1970 Census of Population: Number of Inhabitants - Texas. Table 2, Population by Size of Place: 1970 and 1960, p. 45.8. Hereafter referred to as the 1970 Census Report.
6. Ibid., Table 9, Population and Land Areas of Counties, p. 45.26.

7. Ibid., p. 45.25.

8. Ibid., p. 45.24.

9. Ibid.

10. Ibid., p. 45.25.

11. Ibid.

CHAPTER II

TEXAS POPULATION BY CITY SIZE AND REGION

Wide differences exist in the size (i.e., population) of the various municipalities. Analyses of employment data were made by size of the reporting municipality. Such analyses permit identification of differences which might be obscured in statewide and even regionwide analyses. Another consideration for analyses by size was the fact that large concentrations of minorities are found in the large cities. Hence, if the pool from which employees are selected is increased, chances are that more minority persons may be employed by these respective municipalities.

There were 27 cities in Texas whose population in 1970 was 50,000 or more.[1] A listing of these cities, by the region in which each is located, is provided in Appendix A, Table 1. The total population in these cities, when combined, account for more than 49.5% of the total population in the State of Texas.

There were 18 cities in Texas in which the city population size was between 25,000 - 49,999 for 1970. A listing of these cities, by region, can be found in Table 3, Appendix A. There were no cities of this size in the Panhandle Region of Texas in 1970. The population in these 18 cities account for 5.6% of the total state population. There were 62 smaller cities (populations between 10,000 - 24,999) and these cities constituted 5% of the State population in 1970. Only a sample of these cities were included in the 1977 EEOC employment survey. A listing of the cities in the survey is included in Table 2, Appendix A.

Tables 2.1 and 2.2 summarizes the distribution of the total population in Texas cities having:

- population of 50,000 or more
- population of 25,000 to 49,999
- population of 10,000 to 24,999

A total of 7,337,037 persons or 65.5 percent of the total State population live in cities of 10,000 persons or more. Similarly, about 72 percent of all minority persons in the State are located in these larger population centers.

Table 2.1

Distribution of Urban Population in Texas By Race, Ethnicity, Gender and City Size For Cities of 10,000 or More Population

		MALE					FEMALE				
Size of City (Persons)	Pop. of Category Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
50,000+	5,541,466	2,676,872	1,693,251	410,683	550,710	22,228	2,864,594	1,801,541	454,874	584,750	23,429
25,000 - 49,999	631,874	305,974	227,029	26,087	50,662	2,196	325,900	238,545	30,297	54,394	2,664
10,000 - 24,999	1,161,697	562,288	405,438	48,368	105,125	3,357	599,409	432,099	53,476	110,316	3,518
Totals	7,335,037	3,545,134	2,325,718	485,138	706,497	27,781	3,789,903	2,472,185	538,647	749,460	29,611
% of State Population	65.5%	31.6%	20.7%	4.3%	6.3%	.2%	33.8%	22.1%	4.8%	6.7%	0.3%
State Population	11,196,730	5,481,169	3,764,353	672,901	1,003,250	40,655	5,715,561	3,905,194	726,104	1,044,274	39,989

[1] Other includes Asian Americans and Native Americans.

SOURCE: Data derived from 1970 Census of Population, General Population Characteristics U.S. Dept. of Commerce, Bureau of the Census.

Table 2.2

Percentage Distribution of Urban Population in Texas By Race, Ethnicity, Gender, and City Size for Cities of 10,000 or more Population

Size of City (Persons)	Total[2]	MALE					FEMALE				
		% Of Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
50,000+	100%	48.3	30.6	7.4	9.9	0.4	51.7	32.5	8.2	10.6	0.4
25,000 - 49,999	100%	48.4	35.9	4.1	8.0	0.4	51.6	37.8	4.8	8.6	0.4
10,000 - 24,999	100%	48.4	34.9	4.2	9.1	0.3	51.6	37.2	4.6	9.5	0.3
Totals	100%	48.3	31.7	6.6	9.6	0.4	51.7	33.7	7.3	10.2	0.4

SOURCE: Derived from Table 1.3.

[1] Other includes Asian Americans and Native Americans.

[2] Totals may vary slightly from 100% due to rounding error.

CHAPTER II

REFERENCES

1. 1970 Census Report.
2. Data on public employment included in Part II, Chapter 7 (Municipal Public Employment) provides racial, ethnic, and gender characteristics for the workforce in these smaller cities and towns.

CHAPTER III

METHODOLOGY

The major question to be answered is: "To what extent are minority group members and women involved in governance and decisionmaking in the education and employment systems in Texas?"

In order to identify the race, ethnicity, and gender of persons included in this component of the study, the following methods were used.

DATA COLLECTION PROCEDURES

A major concern to project staff was the availability, accessibility, and utility of existing data. It was decided that demographic data from the 1970 Population of Census for Texas would be used as a basis for comparisons of population and workforce characteristics. Use of such data poses at least two major problems. First one must assume that such data provides a fairly accurate measure for each group in the survey. Since it has been determined that there was an undercount of minorities, particularly Hispanics, in Texas, the figures provided by the 1970 Census would be a very conservative estimate of the minority group representation in 1970. Study results based on such comparisons, would then underestimate the extent to which minorities have suffered discrimination in public employment.

A second major problem was whether the percentage of minorities reflected in the 1970 Census report remained unchanged in 1977. Since the latest census estimates are based on a straight-line projection, i.e., assuming a constant rate of growth, this appears to be a valid assumption. Nevertheless, the accuracy of this assumption will be measured by the 1980 Census data.

There was also a question of whether the population statistics would accurately reflect the available labor force characteristics of the respective geographical area. The definition of the labor force used by the Department of Labor excludes some persons who may be otherwise qualified.[1] Likewise, the difficulty encountered in developing an "all inclusive" definition led to a decision to use population percentages as an indicator but not a rigid measure of labor availability.

Public Employment: The data included in the public employment report are of two types: (1) employment data from federal agencies which are maintained in the Central Personnel Data Files (CPDF) in the Office of Personnel Management (OPM) formerly the U.S. Civil Service Commission; and (2) employment data contained in the statistical files of the Equal Employment Opportunity Commission (EEOC) for the State of Texas for state, county, and municipal governments.

Federal employment data are based on the employment records of each federal agency. In order to determine the number of full time permanent employees within an agency, a count is made from the agency's personnel records of the number of persons on board on a given date. The date of the count used in this report is November 30, 1977. Identification of federal employees by race/ethnicity and gender is provided by the employing agency.[2]

Employment data for the State of Texas were obtained from two official sources. First, a copy of the employment report for the State of Texas was requested and obtained from the Office of the Governor, Office of Equal Employment Opportunity. Secondly, a copy of the EEOC Statistical File for the State of Texas was obtained from the Equal Employment

Opportunity Commission. The nature of data from the two sources was similar although the figures reported by the two agencies did not match exactly. The margin of error between the two reports is relatively small (less than 1% of the total). Actually, there is an absolute difference of only 25 persons between the two reports.[3] This difference is likely to be the result of minor errors in processing the massive amount of data at either the local level or the national level of reporting, or in reports made by the individual agencies to the Governor's Office and/or to the EEOC. In actual comparisons made between data from both sources, the reports differed in only three functions:[4] Financial Administration in which the Governor's Office reported 23 more persons than did the EEOC tape and in both Public Welfare, and Hospitals and Sanatoriums there was one additional person reported in the respective functions by the Governor's Office than was included on the EEOC tape.

EEOC data for counties and municipalities for this report were obtained from the U.S. Equal Employment Opportunity Commission. A copy of the EEOC Statistical File was purchased by the U.S. Commission on Civil Rights and analyses were made of these data. In addition, similar data were requested and received from the individual jurisdictions to be used for verification purposes.

It is noted that the reporting period for the federal government differs from the reporting period for State, county, and municipal levels. Assuming that federal data can be considered to be representative of the previous year, then there is a period of approximately 8 months (from 12/1/76 through 6/30/77) which are covered by both CSD and EEOC reports.

The county and municipal government data represent only a sample of the respective populations since jurisdictions having fewer than 100 employees submit reports only upon request by EEOC.

There were a total of 128 counties included in the 1977 EEOC Survey. These counties are spread throughout the State. Each of the defined regions were represented in the county sample

There were a total of 168 cities in Texas which were included in the 1977 EEOC Survey. All of the cities with population of 25,000 and above were included. A sample of 133 cities/towns having populations less than 25,000 were included in the survey.

Public Education: The Texas School Directory for 1978-79 was used as a data source for names of State Board members, local school board members, and school superintendents.

Profiles of the administrators of the Texas Education Agency (TEA) were provided by the agency through Intercultural Development Research Association, contractors to the Commission for the Ten Years Later project.

For staff of the Texas Education Agency, the race, ethnicity and gender were included in the report on EEO-4 data provided by the Office of the Governor for all State employees. Also, these characteristics were identified on the EEO-6 forms by the respective reporting school district for principals and teachers in the seven largest urban districts in Texas.

Identification of Females: In order to identify females, data lists were reviewed for titles of Mr. or Ms. (or Mrs.) and for common first names that are traditionally considered to be male or female. If the gender of the person was unidentifiable by this method, gender was confirmed by an identified source person in the respective agency or the gender remained uncoded and was so recorded.

Identification of Hispanics: Mexican Americans comprise a very large majority of the Hispanics in Texas. In some cases, however, data sources do not separate the various subgroups of Hispanics. Consequently, for purposes of this report the inclusive term "Hispanics" is used to designate persons with Spanish surnames as well as persons of Hispanic heritage.

The abbreviated list of Spanish-Surnames provided in the 1970 Census General Coding Procedures Manual was used to identify Hispanic persons. While this method may result in persons of Hispanic heritage with names that are not included on the list being missed from the count, it also tends to include persons of non-Hispanic heritage who do have names that are included on the list. It is thought that errors in both directions will tend to balance the results. In the case of Hispanic school superintendents, the ethnicity of each was confirmed in interviews with identified source persons in the Texas Education Agency. Any special cases using this method are properly notated within the text.

Identification of Blacks: Blacks in elected positions were identified from the National Roster of Black Elected Officials, Vol. 8, published by the Joint Center for Political Studies, Washington, D.C., 1978. In the case of school superintendents, source persons from TEA were used and are identified in the text.

DATA ANALYSES

Public Employment: Information on federal employment is reported in a different manner from state, county, and municipal employment data. Consequently, the data for the various governmental levels have been analyzed separately.

Federal data were analyzed by agency and by pay plan.[5] For each agency having 25 or more employees data are reported on the characteristics of the agency workforce (i.e., race, ethnicity, and gender) and on median salaries reported for each racial/ethnic and gender group.

Within the pay plan, analyses are made by grade and by salary level for each of the racial, ethnic, and gender groups for all federal employees in the State.

State employment data were analyzed by agency (for all agencies having 25 or more employees), by function (based on the 15 functions identified by EEOC - identified in reference Note 4), and by job category[6] based on the eight occupational categories identified by EEOC for reporting purposes. It is noted that the housing function and the sanitation and sewage function in Texas are provided by county and/or municipal governments rather than the State government. Therefore statistics are provided for the 13 functions which are addressed by the State.

County work force data were analyzed by function, job category, and salary level on (1) a statewide basis and (2) by geographical region and (3) by size of reporting city (for cities of 10,000 and above) within geographical region.

Public Education: This study analyzes the structure of the education system in Texas, the functions and duties of the various branches of the system, the composition of the key administrative agency (Texas Education Agency) of the State. In addition, the composition of the school boards in school districts in Texas, and the composition of the positions superintendents, principals, and elementary and secondary teachers in the seven largest metropolitan school districts in Texas are reviewed. Data are reported on a statewide basis only.

CHAPTER III

REFERENCES

1. U.S. Dept. of Labor, Bureau of Labor Statistics, How the Government Measures Unemployment, Report 418, 1973.

   > Persons under 16 years of age are automatically excluded from the official labor force measurement as are all inmates of institutions regardless of age. All other members of the noninstitutional population are eligible for inclusion in the labor force. As previously noted, those persons 16 and over who have a job or are actively looking for one are classified as in the labor force. All others - those who have no job and are not looking for one - are counted as "not in the labor force." (p. 5)

2. It is noted that there are some errors in the report (e.g., a black female, GS-15, is reported for the U.S. Commission on Civil Rights. This was an obvious error which prompted inquiry by Commission staff.) In a telephone interview with Mr. Charles Taylor, Office of Personnel Management, it was noted that the OPM relies on the coding provided by the individual agencies. While OPM takes no responsibility for the initial codings and errors therein, it does assure that errors in the processing of data by OPM are kept below 10%.

3. Employment totals reported by the Governor's Office indicate 86,573 persons were employed by the State of Texas during the report period beginning July 1, 1976 and ending June 30, 1977. According to the EEOC Statistical File for the State of Texas for the same report period, there were 86,548 persons employed by the State.

4. The Equal Employment Opportunity Commission has identified 15 functions for which employment data are to be reported. These functions and the respective descriptions are included on the EEOC Form 164 (EEO-4) for the State and Local Government Information reports.

   FINANCIAL ADMINISTRATION. Tax assessing, tax billing and collection, budgeting, purchasing, central accounting and similar, financial administration carried on by a treasurer's, auditor's or comptroller's office and

GENERAL CONTROL. Duties usually performed by boards of supervisors or commissioners, central administrative offices and agencies, central personnel or planning agencies, all judicial offices and employees (judges, magistrates, bailiffs, etc.).

STREETS AND HIGHWAYS. Maintenance repair, construction and administration of streets, alleys, sidewalks, roads, highways and bridges.

PUBLIC WELFARE. Maintenance of homes and other institutions for the needy; administration of public assistance. (Hospitals and sanatoriums should be reported as Item 7.)

POLICE PROTECTION. Duties of a police department, sheriff's, constable's, coroner's office, etc., including technical and clerical employees engaged in police activities.

FIRE PROTECTION. Duties of the uniformed fire force and clerical employees. (Report any forest fire protection activities as Item 6).

NATURAL RESOURCES. Agriculture, forestry, forest fire protection, irrigation drainage, flood control, etc.,

PARKS AND RECREATION. Provision, maintenance and operation of parks, playgrounds, swimming pools, auditoriums, museums, marinas, zoo, etc.

HOSPITALS AND SANITORIUMS. Operation and maintenance of institutions for inpatient medical care.

HEALTH. Provision of public health services, out-patient clinics, visiting nurses, food and sanitary inspections, mental health, etc.

HOUSING. Code enforcement, low rent public housing, fair housing ordinance enforcement, housing for elderly, housing rehabilitation, rent control.

COMMUNITY DEVELOPMENT. Planning, zoning, land development, open space, beautification, preservation.

CORRECTIONS. Jails, reformatories, detention homes, halfway houses, prisons, parole and probation activities.

UTILITIES AND TRANSPORTATION. Includes water supply, electric power, transit, gas, airports, water transportation and terminals.

SANITATION AND SEWAGE. Street cleaning, garbage and refuse collection and disposal. Provision, maintenance and operation of sanitary and storm sewer systems and sewage disposal plants.

5. The four basic pay plans used in federal civilian employment are:

- The General Schedule (GS) covers primarily the typical "white collar" jobs...e.g., professional, administrative and scientific positions and the support (generally clerical) to these positions except those designated specifically to postal or special pay plans.

- The Wage System (WS) includes occupational categories identified as "blue collar" jobs...e.g., trade and craft occupations which generally require various degrees of skilled, semi-skilled, and unskilled manual labor.

- The Postal Service (PS) includes functions specifically related to the administration, supervision, and operation of the mail system and related functions.

- Other plans include special functions which cannot be equated with the General Schedule and Equivalent Pay Plan such as the Federal Bureau of Investigation, the Foreign Service, etc.

6. The following description of job categories is provided by the EEOC in the Instruction Booklet (EEOC Form 164) for State and Local Governments reporting EEO-4 data.

a. Officials and Administrators: Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: department heads, bureau chiefs, division chiefs, directors, deputy directors, controllers, examiners, wardens, superintendents, sheriffs, police and fire chiefs and inspectors and kindred workers.

b. Professionals: Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: Personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dieticians, lawyers, system analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants and kindred workers.

c. Technicians: Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers and operators, drafters, surveyors, licensed practical nurses, photographers, radio operators, technical illustrators, highway technicians, technicians (medical, dental, electronic, physical sciences), assessors, inspectors, police and fire sergeants and kindred workers.

d. Protective Service Workers: Occupations in which workers are entrusted with public safety, security and protection from destructive forces. Includes: police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers and kindred workers.

e. Paraprofessionals: Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Includes:

library assistants, research assistants, medical aids, child support workers, policy auxiliary, welfare service aids, recreation assistants, homemakers aides, home health aides, and kindred workers.

f. Office and Clerical: Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office. Includes: bookkeepers, messengers, office machine operators, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks and kindred workers.

g. Skilled Craft Workers: Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters and kindred workers.

h. Service-Maintenance: Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garbage laborers, custodial employees, gardeners and groundkeepers, refuse collectors, construction laborers.

CHAPTER IV

FEDERAL CIVILIAN EMPLOYMENT IN TEXAS

NUMBER AND CHARACTERISTICS OF EMPLOYEES

A total of 134,254 full-time civilians were employed in 47 federal agencies in Texas as of November 30, 1977 according to the U.S. Civil Service Commission.[1]

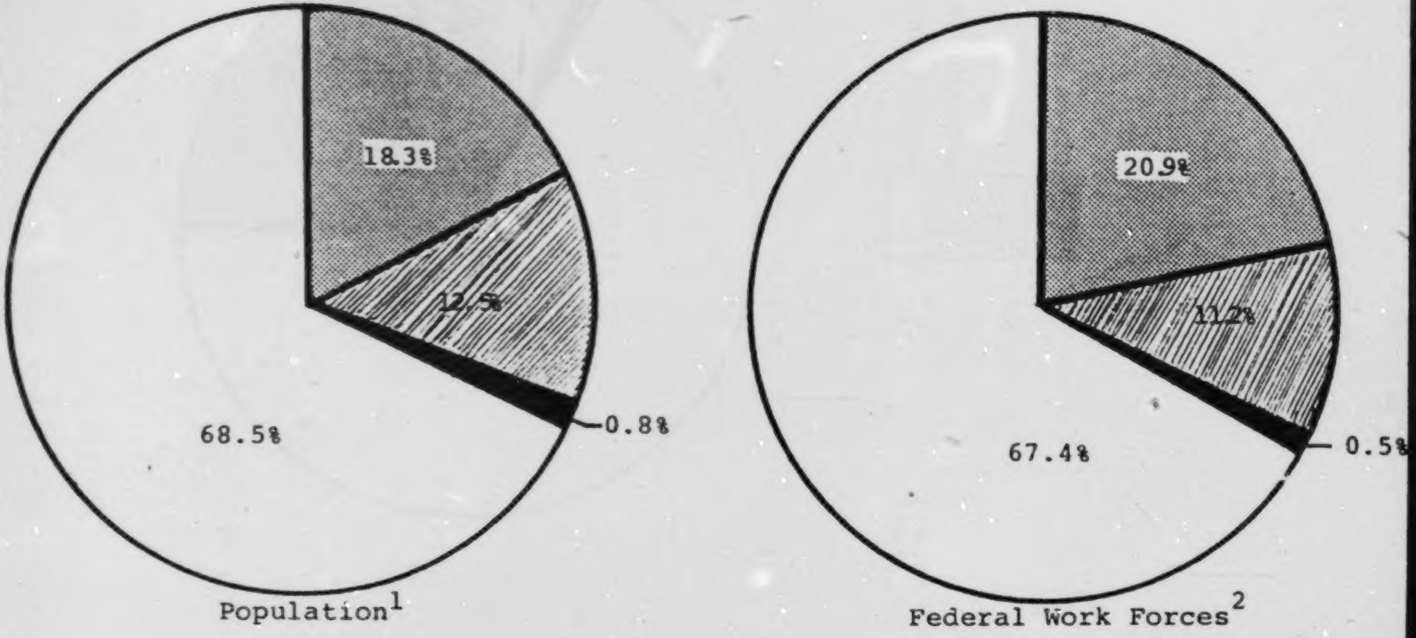
The number of workers in each agency varied from two employees in the Civil Aeronautics Board to 31,070 employees in the Air Force. Table 1 in Appendix B provides a complete listing of the federal agencies in Texas and the number of employees, by racial, ethnic, and gender group for each agency as of November 30, 1977.

Figure 4.1 compares the percentages of each racial, ethnic, and gender group in the total federal civilian workforce with respective percentages in the State population.

Among the federal agencies which employed 25 or more persons at the time of the report, only the Railroad Retirement System reported no blacks employed. All federal agencies with 25 or more employees were reported to have both Hispanics and females employed at the time of report. Among the smaller agencies (those having less than 25 employees), the following agencies reported no black, no Hispanic, and no female employees:

- Farm Credit Administration (4 white/Anglo males employed)
- Tennessee Valley Authority (3 white/Anglo males employed)

Within these smaller agencies, one instance of employment discrepancies stands out: within the Government Printing Office, which employed 21 persons, there were no blacks employed as of November 30, 1977.



Population[1]

Federal Work Forces[2]

FIGURE 4.1

Comparison of Population and Federal Work Force Characteristics: Texas 1977

1. Table 1.2, p. 19
2. Table 4, Appendix B

MEDIAN SALARY LEVELS

For each of the federal agencies having 25 or more employees, the median salary level was provided for each racial, ethnic, and gender group within the respective agency. The median salary levels reported by each of the larger agencies for each racial, ethnic, and gender groups are found in Table 2 of Appendix B. In addition, Table 4.1 contrasts the median salary levels for each of the major racial and ethnic groups in Texas by gender for the total federal civilian workforce of the larger federal agencies.

Median salaries reported by agencies having 25 or more employees varied considerably for each racial/ethnic group and even within racial and ethnic groups for males and females. Table 3, Appendix A portrays the range of differences in median salary levels as reported for each of the groups.

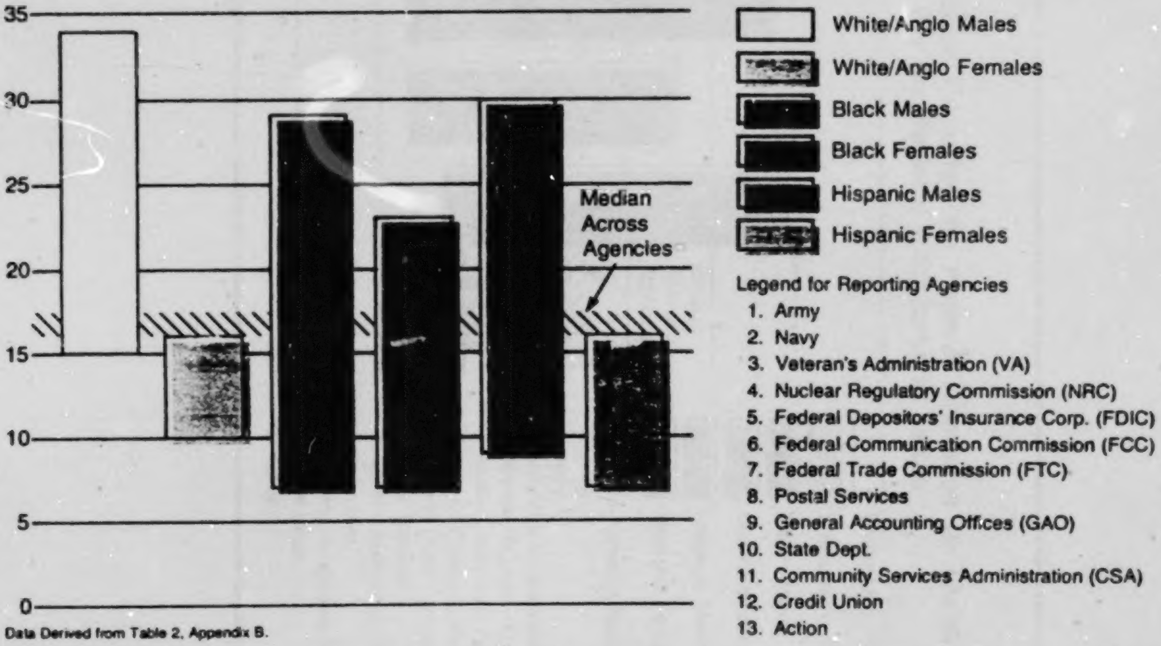
As reflected in Figure 4.2, the Veteran's Administration was the agency reporting the lowest median salary level ($12,000) and the Nuclear Regulatory Agency reported the highest agency median salary ($31,000) for any group. Median salary levels within these agencies usually varied for each of the racial, ethnic, and gender groups. In fact, the analyses reflects that: Only in the Postal Service was there no variance in median salary, irrespective of group classification.

Based on the data reported in this section,

- The highest median salary reported by an agency having 25 or more employees, for white/Anglo males was $34,000; for Hispanics males, it was $30,000; and for black males, it was $29,000.
- The highest median salary reported for any female group was $23,000 for black females. The highest median salary for both white/Anglo and Hispanic females was $16,000 for each group.

Figure 4.2

Range of Median Salaries Reported by Federal Agencies in Texas By Race, Ethnicity, and Gender For the Federal Workforce in Texas



Data Derived from Table 2, Appendix B.

Legend for Reporting Agencies

1. Army
2. Navy
3. Veteran's Administration (VA)
4. Nuclear Regulatory Commission (NRC)
5. Federal Depositors' Insurance Corp. (FDIC)
6. Federal Communication Commission (FCC)
7. Federal Trade Commission (FTC)
8. Postal Services
9. General Accounting Offices (GAO)
10. State Dept.
11. Community Services Administration (CSA)
12. Credit Union
13. Action

- EVERY AGENCY REPORTED A MEDIAN SALARY FOR HISPANIC FEMALES WHICH WAS BELOW THE OVERALL MEDIAN ($17,000) FOR ALL FEDERAL EMPLOYEES IN TEXAS.

The median salary level in 1977 among federal agencies in Texas having more than 25 employees was $17,000/year. Analysis also revealed, however, that the median salary level for women and minority groups was considerably less than this overall median. Table 4.1 below identifies the median salary level for each racial, ethnic and gender group for the larger federal agencies (i.e., those having 25 or more employees). Table 2 in Appendix B provides a complete breakdown of median salaries for federal employees by agencies, race, ethnicity, and gender.

TABLE 4.1

Median Agency Salary for Federal Agencies With 25 or More Employees in Texas By Race, Ethnicity, and Gender for 1977

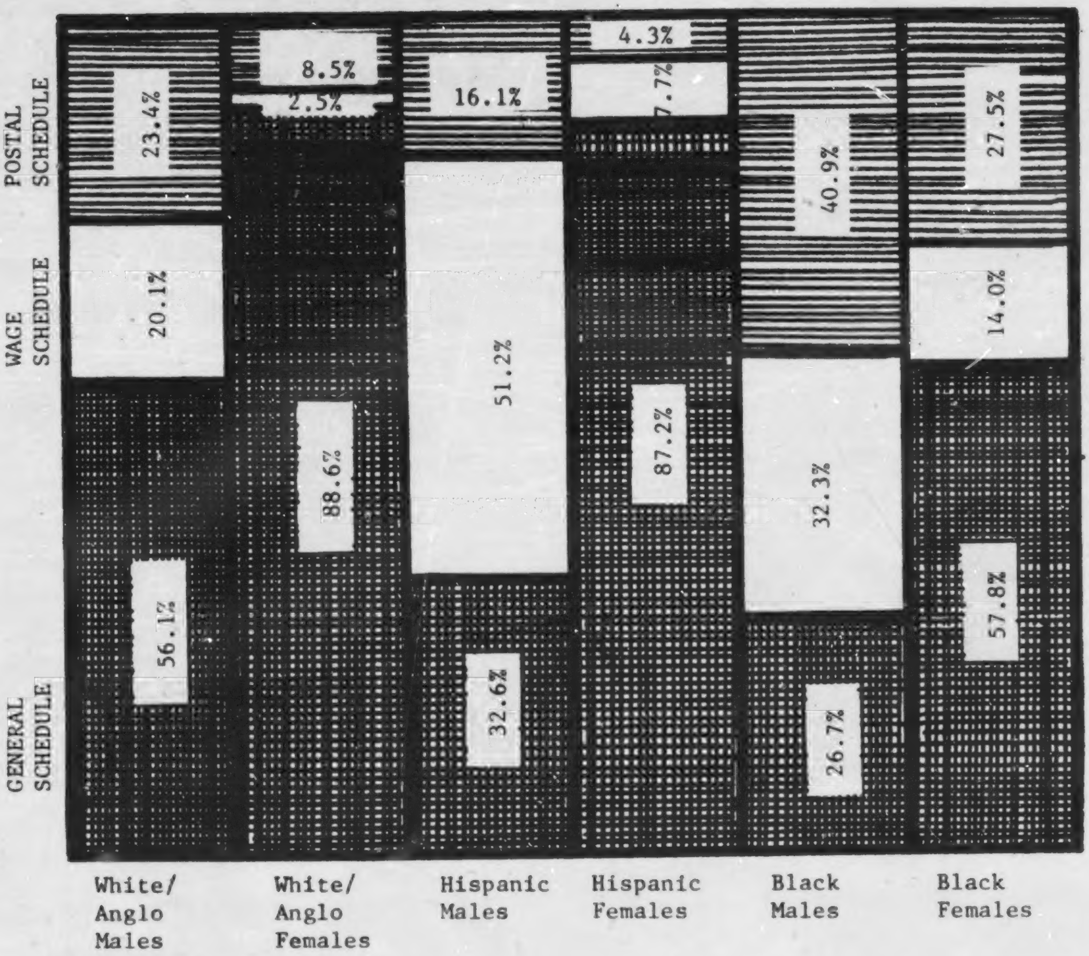
	Total	Male	Female
All Groups	$17,000	$21,000	$12,000
Black	$13,000	$16,000	$11,000
Hispanic	$14,000	$16,000	$11,000
White/Anglo	$18,000	$22,000	$12,000

Data derived from Table 2 of Appendix B.

FEDERAL EMPLOYMENT BY PAY PLAN

Of the total 134,254 federal civilian workers employed in the State of Texas in 1977, 78,066 or 58.2% were employed under the General Schedule and Equivalent Pay Plan; 29,320 or 21.8% are employed under the Wage System Plan; 26,428 or 19.7%

Figure 4.3 Vertical Distribution of Federal Employees in Texas by Pay Plan for 1977



SOURCE: Derived from Table 6, Appendix B.

are employed under the Postal Service Plan; and only 440 or 0.3% are employed under Other Pay Plans.

Tables 4 through 6 in Appendix B present the racial, ethnic, and gender characteristics of the employees in each of the pay plans by number and percentage. According to these data, which are further described in Figure 4.3, there were 15,031 blacks reported employed by the federal government for the year ending November 30, 1977. Almost four out of every ten black federal civilian workers (37.8%) were covered by the General Schedule Pay Plan. Likewise, just under four out of ten black federal civilians (36.1%) were covered under the Postal System Pay Plan. Approximately one out of four employed blacks were found in the Wage System Pay Plan. Only 46 blacks (less than 1%) were employed by the federal government under Other Pay Plans.

Black women tended to be clustered under the GS Pay Plan (57.8%) where almost six out of ten were found. Approximately one out of ten was in the WS Pay Plan and almost three out of ten were employed under the Postal System Plan.

Black men were found clustered in federal pay plans somewhat different from black women. Four out of ten black males were in the Postal System Pay Plan; slightly more than three out of ten were in the WS; and slightly fewer than three out of ten were in the GS Pay Plan.

The 28,083 Hispanics were clustered as follows. Four out of every ten Hispanics were covered by the GS Pay Plan. Another four out of ten were in the WS Pay Plan while slightly more than one out of ten were covered by the Postal System Plan. Less than one out of ten were covered by other federal pay plans.

Almost nine out of every ten Hispanic women (87%) employed by the federal government in Texas were found in the GS Plan. Slightly less than one out of every ten (8%) were in the WS Plan and far fewer than one out of every ten (4%) were covered by the PS Pay Plan.

Hispanic males tended to be clustered in the WS Plan (51%) where five out of every ten were found. Another three out of every ten were in the GS Plan while just under two out of every ten were in the Postal System Plan.

White/Anglos: Approximately seven out of every ten white/Anglos in federal employment in Texas were covered by the GS Pay Plan. One out of every ten was in the WS Pay Plan and about two out of every ten were in the Postal System Plan.

Like Hispanic women, white/Anglo women were clustered in the GS Plan where nine out of every ten were employed. Slightly fewer than one out of every ten were in the Postal System and far fewer (slightly less than three out of every 100) were in the WS Plan.

White/Anglo males also tended to cluster more heavily in the GS system where almost six out of every ten were employed. White/Anglo men were almost evenly divided between the WS and PS Pay systems, in each of which about two out of every ten white/Anglo males were employed.

Other Minorities: Approximately eight out of every ten (79%) of the other minority groups employed by the federal government in Texas were covered by the GS Plan. Slightly more than one out of every ten were found in the WS Plan and slightly fewer than one out of every ten were covered by the PS Plan.

THE GENERAL SCHEDULE PAY PLAN

Table 7 in Appendix B provides information on the number and characteristics, grade level and salary range of federal employees employed under the GS Schedule in Texas in 1977.

The General Schedule Pay Plan was the largest federal pay category. It included 58.2% of all the federal employees. Of the 78,066 workers in this category, 58.5% were males and 41.5% were females. The median grade, computed from Table 7 for this total group of employees was GS-7. The pay range corresponding to this grade level was $12,336 - $16,035. For males, the median grade was GS-10, with a corresponding salary range of $16,618 - $21,604. For females, the median grade level was GS-5, with a salary range of $9,959 - $12,947.

A summary of the median grades for GS employees by group is found in Table 4.2

Table 4.2

Median Grade Level of Federal Employees in GS Pay Plan By Race, Ethnicity, and Gender
Texas, 1977

GROUP	Number of Employees	Median Grade	Corresponding Salary Range
All Employees	78,066	GS-7	$12,366 - $16,035
Males	45,655	GS-10	$16,618 - $21,604
Females	32,411	GS-5	$ 9,959 - $12,947
Blacks	5,689	GS-5	$ 9,959 - $12,947
Males	2,574	GS-9	$15,090 - $19,617
Females	3,115	GS-5	$ 9,959 - $12,947
Hispanics	12,193	GS-6	$11,101 - $14,431
Males	7,351	GS-7	$12,336 - $16,035
Females	4,842	GS-4	$ 8,902 - $11,575
White/Anglo	59,637	GS-7	$12,336 - $16,035
Males	35,417	GS-11	$18,258 - $23,739
Females	24,220	GS-5	$ 9,959 - $12,947
Other	547	GS-9	$15,090 - $19,617
Males	313	GS-11	$18,258 - $23,739
Females	234	GS-5	$ 9,959 - $12,947

Data Source: Data derived from Table 7 in Appendix B.

It was interesting to note how the various groups fared in terms of grade distributions. The GS Schedule ranges from GS-1 through GS-18. White/Anglo males were found at each level of the scale and white/Anglo females were found as high as GS-17. Minorities, on the other hand, did not exceed GS-16 (Hispanic males). Blacks (male and female) and Hispanic females were found only as high as GS-15.

Table 4.3 provides data showing the percentage of each of the major racial and ethnic groups by gender found at the uppermost and lowermost levels of the General Schedule.

Within the GS Pay Plan, more than 31% of all employees were found at or above the GS-11 level. A comparison among the individual racial, ethnic, and gender groupings reveals that,

- 56.2% of white/Anglo male GS workers)
- 22.0% of black male GS workers) were at or above the GS-11 level
- 22.2% of Hispanic male GS workers)

Whereas only:

- 7.9% of white/Anglo female GS workers)
- 6.7% of black female GS workers) were found at or above the GS-11
- 3.1% of Hispanic female GS workers) level

On the other hand, 37.0% of all GS workers were at or below the GS-5 level. Among individual groups,

- 13.4% of the white/Anglo male GS workers)
- 50.1% of the black male GS workers) were at or below this
- 36.4% of the Hispanic male GS workers) level

Whereas:

- 69.6% of the white/Anglo female GS workers)
- 70.0% of the black female GS workers) were at or below the GS-5
- 74.3% of the Hispanic females GS workers) level

TABLE 4.3

Percentage of Major Racial and Ethnic Groups by Gender found at Upper and Lower Levels of GS Pay Scale in Texas as of November 30, 1977

RACIAL, ETHNIC, OR GENDER CATEGORY		PERCENT OF CATEGORY AT OR ABOVE GS-11	PERCENT OF CATEGORY AT OR BELOW GS-5
ALL GROUPS		31.0%	37.0%
BLACK	MALES	22.0%	50.1%
	FEMALES	6.7%	70.0%
HISPANIC	MALES	22.2%	36.4%
	FEMALES	3.1%	74.3%
WHITE/ ANGLO	MALES	56.2%	13.4%
	FEMALES	7.9%	69.6%

DATA SOURCE: U.S. Civil Service Commission, Bureau of Personnel Management Information System (BPMIS), Texas Statewide unpublished data of Full-time Employment, Nov. 30, 1977.

SUMMARY OF EMPLOYMENT PATTERNS UNDER THE GENERAL SCHEDULE (GS) PAY PLAN

The data presented in this chapter reflect that white/Anglo males dominated the uppermost GS positions in terms of grade and salary levels. Minorities and, to an even greater extent, females were found clustered at the lower GS levels which imply that they were in positions which require less skill and in which little authority and decision-making responsibility is vested.

THE WAGE SYSTEM PAY PLAN*

The Wage System Plan was the second largest federal pay category. It included 21.8% of all federal employees. Of the 29,320 workers in this category, 93.6% WERE MALES AND ONLY 6.4% WERE FEMALES. The median grade for this group of employees varied according to the individual wage schedule within the system.[2]

Tables 8 through 13 in Appendix B provide racial, ethnic, and gender breakdowns for all federal employees covered under the individual Wage System Schedules by grade classification as reported for November 30, 1977.

Among the WG employees, 11.0% of all employees in this category were at or above the WG-11 grade level. Among individual racial and ethnic groups,

- 17.1% of the white/Anglo males)
- 3.1% of the black males) were at or above this level
- 8.9% of the Hispanic males)

Whereas:

- 2.5% of the white/Anglo females)
- 0.3% of the black females) were at or below this level
- 1.0% of the Hispanic females)

---

*Definitions for each of the Wage System classifications are included in the references at the end of this chapter. See Footnote 2.

At the lower WG levels, 14.3% of all the WG employees were at or below WG-4. Among individual groups, however,

- 8.0% of the white/Anglo males)
- 23.5% of the black males) were at or below this level
- 13.4% of the Hispanic males)

Whereas:

- 27.4% of the white/Anglo females)
- 57.7% of the black females) were at or below this level
- 37.0% of the Hispanic females)

Among all federal workers covered by the WL grade schedule,[3] 11.0% were at or above the WL-11 grade level and 17.1% were at or below the WL-4 grade level. Among the individual racial and ethnic gender groups,

- 15.0% of the white/Anglo males)
- 1.2% of the black males) were at or above WL-11
- 7.8% of the Hispanic males)

(THERE WERE NO FEMALES AT OR ABOVE WL-9.)

- 5.4% of the white/Anglo males)
- 32.1% of the black males) were at or below WL-4
- 32.7% of the Hispanic males)

And,

- 12.5% of the white/Anglo females)
- 60.0% of the black females) were at or below WL-4
- 100.0% of the Hispanic females)

(THERE WERE NO HISPANIC FEMALES ABOVE WL-3.)

Among WS Grade Scale employees, 7.8% were at or above the WS-13 level and 10.5% were at or below the WS-4 level. Findings among the racial/ethnic and gender groups were as follows:

- 9.4% of the white/Anglo were at or above WS-13.
- 2.1% of the black males and) were at or above this level
- 6.2% of the Hispanic males)

(THERE WERE NO FEMALES AT OR ABOVE THE WS-13 LEVEL.)

- 5.8% of the white/Anglo males)
- 32.1% of the black males)
- 11.7% of the Hispanic males) were at or below
- 35.0% of the white/Anglo females) WS-4
- 86.4% of the black females and)
- 100.0% of the Hispanic females)

There were only three females (2%) among the 150 female employees in Texas covered by the WD Pay Scale. Seventy-eight percent of these employees were white/Anglo males, 9.3% were black males, and 10.7% were Hispanic males. Almost 90 percent of all the WD employees were at or above WD-6.

There were no WN employees in Texas below grade WN-4. Thirteen of the 16 employees (81.2%) were white/Anglo males. The other three were Hispanic males. There were no blacks or "other" minorities and no females in this pay category.

Tables 4.4 through 4.6 provide data showing the percentage of each of the major racial, ethnic, and gender groups found at the uppermost and lowermost levels of the pay scales.

These data clearly reflect that a negative relationship existed between the level of supervisory/decision-making responsibility and the number of minorities and women found. For example, the proportions of minority groups and women found at or below WG-4 was much greater than that for white/Anglo males. At the upper level of the WG scale (WG-11 and above), 17.1% of the white/Anglo males were found yet less than 10% of any other group was found at this level. Females were totally absent from the upper levels of the WL and WS scales.

TABLE 4.4

Percentage of Major Racial and Ethnic Groups by Gender found at Upper and Lower Levels of WG Pay Scale in Texas as of November 30, 1977

RACIAL, ETHNIC, OR GENDER CATEGORY		PERCENT OF CATEGORY AT OR ABOVE WG-11	PERCENT OF CATEGORY AT OR BELOW WG-4
ALL GROUPS		11.0%	14.3%
BLACK	MALES	3.1%	23.5%
	FEMALES	0.3%	57.7%
HISPANIC	MALES	8.9%	13.4%
	FEMALES	1.0%	37.0%
WHITE/ ANGLOS	MALES	17.1%	8.0%
	FEMALES	2.5%	27.4%

ata Source: Derived from Table 8, Appendix B.

TABLE 4.5

Percentage of Major Racial and Ethnic Groups by Gender found at Upper and Lower Levels of WL Pay Scale in Texas as of November 30, 1977

RACIAL, ETHNIC, OR GENDER CATEGORY		PERCENT OF CATEGORY AT OR ABOVE WL-11	PERCENT OF CATEGORY AT OR BELOW WL-4
ALL GROUPS		11.0%	17.1%
BLACK	MALES	1.2%	32.1%
	FEMALES	0.0	60.0%
HISPANIC	MALES	7.8%	32.7%
	FEMALES	0.0	100.0%
WHITE/ ANGLOS	MALES	15.0%	5.4%
	FEMALES	0.0	12.5%

Data Source: Derived from Table 9, Appendix B.

TABLE 4.6

Percentage of Major Racial and Ethnic Groups by Gender found at Upper and Lower Levels of WS Pay Scale in Texas as of November 30, 1977

RACIAL, ETHNIC, OR GENDER CATEGORY		PERCENT OF CATEGORY AT OR ABOVE WS-13	PERCENT OF CATEGORY AT OR BELOW WS-4
ALL GROUPS		7.8%	10.5%
BLACK	MALES	2.1%	32.1%
	FEMALES	0.06%	86.4%
HISPANIC	MALES	6.2%	11.7%
	FEMALES	0.06%	100.0%
WHITE/ ANGLOS	MALES	9.4%	5.8%
	FEMALES	0.06%	35.0%

Data Source: Derived from Table 10, Appendix B.

Tables 4.7 through 4.12 provide information on the median grade levels for Wage System employees and reports the highest and lowest grade level for each group of employees within the system.

WD, WN, and Other Wage System classifications are not included since only 1.5% of all Wage System workers were found in these categories according to data in Tables 9-14.

Corresponding salary levels are not provided for the Wage System classifications since these vary from locale to locale within the State in keeping with the local prevailing wages in the respective area or region.

SUMMARY OF WAGE SYSTEM EMPLOYMENT PATTERNS

The Wage System was comprised primarily of males (i.e., more than nine out of ten employees in this pay plan were males). As the level of supervisory responsibility increased the proportion of minorities decreased. (Tables 8-13 of Appendix B)

Females were almost totally absent from the higher levels of responsibility in the Wage System.

THE POSTAL SCHEDULE PAY PLAN

The Postal System Pay Plan was also a large federal pay category. It includes 19.7% of all the federal employees. Of the 26,428 workers in this category, 84.6% were males and 15.4% were females. Moreover, Hispanic females made up less than 1%, and black females made up less than 6%. The median grade for this total group of employees was PS-5. The median salary level was $16,000/year. There was no difference in the median grade level across the racial and ethnic groups nor were there differences in the median salary levels between male and female employees in this pay plan. Table 14 in Appendix B provides the racial, ethnic, and gender breakdowns by grade for all postal employees as of November 30, 1977.

Table 4.7

Median Grades Reported For Federal Employees Under Wage Grade Pay Schedule

	Median Grade
All WG Employees	WG-8
1. Males (All)	WG-9
White/Anglo	WG-9
Black	WG-6
Hispanic	WG-9
Other	WG-9
2. Females (All)	WG-5
White/Anglo	WG-6
Black	WG-4
Hispanic	WG-6
Other	WG-2

Data Source: Data derived from Table 8, Appendix B.

Table 4.8

Median Grade Ranges Reported For Federal Employees Under Wage Grade Pay Schedule

	Males		Females	
	Lowest Grade Reported	Highest Grade Reported	Lowest Grade Reported	Highest Grade Reported
All	WG-1	WG-14	WG-1	WG-13
White/Anglo	WG-1	WG-14	WG-1	WG-13
Black	WG-1	WG-13	WG-1	WG-11
Hispanic	WG-1	WG-14	WG-1	WG-11
Other	WG-1	WG-13	WG-1	WG- 7

Data Source: Data derived from Table 8, Appendix B.

Table 4.9

Median Grades Reported For Federal Employees Under Wage Leader Pay Schedule

	Median Grade
All WL Employees	WL-9
1. Males	WL-9
White/Anglo	WL-10
Black	WL-6
Hispanic	WL-8
Other	WL-10
2. Females	WL-4.5
White/Anglo	WL-5
Black	WL-3.5
Hispanic	WL-2.5
Other	- NA -

Data Source: Data derived from Table 9, Appendix B.

Table 4.10

Median Grade Ranges Reported For Federal Employees Under Wage Leader Pay Schedule

	Males		Females	
	Lowest Grade Reported	Highest Grade Reported	Lowest Grade Reported	Highest Grade Reported
All	WL-2	WL-13	WL-2	WL-9
White/Anglo	WL-2	WL-13	WL-2	WL-9
Black	WL-2	WL-13	WL-2	WL-6
Hispanic	WL-2	WL-13	WL-2	WL-3
Other	WL-3	WL-10	-NA-	-NA-

Data Source: Data derived from Table 9, Appendix B.

Table 4.11

Median Grades Reported For Federal Employees Under Wage Supervisor Pay Schedule

	Median Grade
All WS Employees	WS-9
1. Males	WS-9
White/Anglo	WS-9
Black	WS-6
Hispanic	WS-9
Other	WS-9
2. Females	WS-2
White/Anglo	WS-5
Black	WS-2
Hispanic	WS-1
Other	-NA-

Data Source: Data derived from Table 10, Appendix B.

Table 4.12

Median Grade Ranges Reported For Federal Employees Under Wage Supervisory Pay Schedule

	Males		Females	
	Lowest Grade Reported	Highest Grade Reported	Lowest Grade Reported	Highest Grade Reported
All	WS-1	WS-17	WS-1	WS-11
White/Anglo	WS-1	WS-17	WS-1	WS-11
Black	WS-1	WS-14	WS-1	WS-8
Hispanic	WS-1	WS-16	WS-1	WS-2
Other	WS-1	WS-12	-NA-	-NA-

Data Source: Data derived from Table 10, Appendix B.

In the highest grades of the Postal System (grades PS-20 thru PS-30), there were 436 employees. Approximately nine out of ten were white/Anglos. More specifically, 87.6% of the employees at this level were white/Anglo males. Among the 44 minority persons at or above PS-20, only one was female (black). In comparison, there were 28 Hispanic males, and 14 were black males. There were 11 white/Anglo females at or above PS-20.

SUMMARY OF POSTAL SYSTEM EMPLOYMENT PATTERNS

While the median salary was the same for each racial, ethnic, and gender group, women and minorities were noticeably absent from the higher grade and salary levels. Females, and especially minority females, were clearly underutilized.

CHAPTER IV

REFERENCES

1. The functions of the former Civil Service Commission have been transferred to the Office of Personnel Management as a result of the President's reorganization effort. The transfer was not effected, however, until the Spring of 1978.

2. Descriptions of the classifications within the Wage System have been provided by the Intercultural Development Research Association in an unpublished report to the Commission on Civil Rights.

   Regular Non-Supervisory (WG 1 - WG 15)

   The non-supervisory structure of the job grading system has 15 grades. To establish a framework for that structure, the Civil Service Commission determined the ranking relationships among certain key jobs to serve as grade-level "peg points" for the 15-grade non-supervisory function. The WG 1 - WG 3 includes janitors and laundry workers, the WG 12 - WG 15 includes mechanics and instrument makers.

   Regular Leader (WL 1 - WL 15)

   This category grades jobs of working leaders who lead three or more employees in accomplishing trades and labor work. Leaders are responsible to their supervisors for assuring that the work assignments of other workers of the group are carried out by various methods. Jobs covered by this standard are identified by adding the word "leader" to the job title of the occupation in which the leader is qualified and which reflects the non-supervisory work he performs.

   Regular Supervisor (WS 1 - WS 19)

   This standard involves supervision of three or more employees in accomplishing trades and labor work. Supervisors are accountable to agency management for the quantity and quality of the work done, for assuring efficient and economical work operations.

   They assign, direct, and review the work of subordinates, and evaluate their work performance. Some supervisors also advise management on the establishment of broad production goals and major work schedules.

Non-Supervisor, Production (WD 1 - WD 11)

This category consists of jobs ranging from planner and estimator to assistant production shop planner, aircraft examiner, assistant progressman. This group is the planning group which revises plans and determines work areas to be followed up on. They may also recommend corrective actions, if necessary, and coordinate work among the production shops.

Supervisory, Production (WN 1 - WN 9)

These jobs range from supervisory planner and estimator to shop planner and production shop planner. This group usually supervises a group of 3-30 of the non-supervisory group. It plans, assigns, and directs work and trains subordinates.

Other Wage Systems (No grades assigned)

Jobs requiring the performance of work in two or more occupations (mixed jobs) are coded to the occupation which is most important for recruitment, selection, placement or promotion. This is ordinarily the occupation having the highest skill and knowledge requirements. Mixed jobs are not part of a grade system.

3. The total number of women in the WL grades = 22; consequently all numbers were very small for individual groups. Therefore caution is advised in drawing further conclusions from these data.

STATE EMPLOYMENT IN TEXAS

NUMBER AND CHARACTERISTICS OF EMPLOYEES

Within the State of Texas, there were 129 State agencies included in the employment report for June 30, 1977.[1] The list of agencies, in which the Texas House of Representatives, the Texas Senate and the Texas Supreme Court are identified as agencies; includes two agencies for which no staff were reported. Table 1 in Appendix C provides a breakdown of the number of employees in each of the agencies by race, ethnicity, and gender of the employee. Tables 2 and 3 in Appendix C shows the percentage distribution for each racial/ethnic and gender group for those agencies having 25 or more employees.

Among the 127 agencies for which staff were reported, only 65 State agencies had 25 or more persons employed during the reporting period. These 65 agencies, however, accounted for the employment of 99.4% of the State workforce.

All of the 65 agencies reviewed had both male and female employees during 1977. Only one agency had no Hispanics employed (Texas Court of Criminal Appeals with 36 employees). There were three State agencies which employed no blacks during the report year: the Consumer Credit Commission (31 employees), the Commission for Indian Affairs (35 employees), and the State's Savings and Loan Department (32 employees).

Based on Census data for 1970, the State population consisted of 68.4% white/Anglos, 18.3% Hispanics, 12.5% blacks, and 0.8% other minorities which included Asian Americans and Native Americans. One finds among the larger State agencies (those having 25 or more full-time employees) that the total work force was comprised of

- 74.3% White/Anglos
- 13.5% Hispanics
- 11.6% Blacks, and
- 0.5% Others

Looking at these data, one would think that there was likely to be only minor disparities between groups in State employment. However, in looking at these agencies individually, one finds that among the 65 agencies,

- Only six agencies had Hispanic work forces which made up 18% or more of the total agency work force;
- Only 14 agencies had black work forces which made up 12% or more of the total agency work force.

When considerations were made for gender within race, further disparities were found.

Before looking at gender within race or ethnicity, an analysis was made to determine whether any of these larger State agencies had work forces which were predominantly male or predominantly female. Such analyses would then facilitate identification of functions and/or job categories that might be considered "traditionally male" or "traditionally female" in nature. Table 5.1 summarizes the results of this analysis.

Table 5.1

Concentration of Males and Females In State Agencies Having 25 or More Full-Time Employees

Texas, 1977

Concentration Within The Agency	Number of Agencies Having Reported Level of Concentration For:	
	Males	Females
90% or More	0	0
80% - 89%	6	0
70% - 79%	12	5
60% - 69%	6	8
50% - 59%	14	14
Less than 50%	27	38
Total Agencies	65	65

Data Source: Data derived from the Report by the Office of the Governor, Office of Equal Employment Opportunity based on EEO-4 data for 1977, Computer Printout, 1/13/78.

The 18 larger State agencies in which males made up at least 70% of the work force had the following male/female distribution:

AGENCY	TOTAL EMPLOYEES	MALE	(%)	FEMALE	(%)
State Dept. of Agriculture	549	387	(70%)	162	(30%)
Air Board of Control	352	257	(73%)	95	(27%)
Alcoholic Beverage Commission	578	463	(80%)	115	(20%)
Animal Health Commission	355	286	(81%)	69	(19%)
State Auditor's Office	150	117	(78%)	33	(22%)
State Banking & Finance Corp.	161	130	(81%)	31	(19%)
State Building Commission	40	30	(75%)	10	(25%)
State Board of Control	653	460	(70%)	193	(30%)
Consumer Credit Corporation	31	24	(77%)	7	(23%)
Dept. of Corrections	2,945	2,612	(89%)	333	(11%)
Highway Dept.	13,969	12,471	(89%)	1,498	(11%)
National Guard Armory Board	64	54	(84%)	10	(16%)
Parks & Wildlife Dept.	1,800	1,416	(79%)	384	(21%)
Dept. of Public Safety	4,359	3,185	(73%)	1,174	(27%)
Savings & Loan Dept.	32	25	(78%)	7	(22%)
Surplus Property Agency	51	38	(74%)	13	(26%)
Turnpike Authority	283	210	(74%)	73	(26%)
Water Rights Commission	169	120	(71%)	49	(29%)

(A complete listing is provided in Tables 1 and 2 of Appendix C.)

The five agencies in which females made up at least 70% of the work force had the following distribution.

AGENCY	TOTAL EMPLOYEES	MALE	(%)	FEMALE	(%)
Cosmetology Commission	57	12	(21%)	45	(79%)
Industrial Accident Board	213	45	(21%)	168	(79%)
Retirement System Employees	106	24	(23%)	82	(77%)
Secretary of State	146	38	(26%)	108	(74%)
Dept. of Public Welfare	14,138	3,718	(26%)	10,420	(74%)

(Please refer also to Tables 1 and 2 of Appendix C.)

Further analyses of disparities between males and females in State employment included race and ethnicity as factors. Table 5.2 compares the total State work force by gender and race with the 1970 State population.[2] Based on these data, white/Anglo males and black females in the State work force exceeded their proportions in the State population, based on 1970 Census. All other groups fell somewhat below their proportions in the State population. Such comparison is rather deceiving, however, when one looks at the agencies and types of jobs in which minorities and women were concentrated in the State work force.

While State employment was concentrated mainly in three agencies (Department of Mental Health-Mental Retardation, 27.8%; Department of Public Welfare, 16.4%; and the State Highway Department, 16.2%) there were differences in the distribution patterns of minorities within these and other large State agencies (See Table 3, Appendix C).

The following eight agencies accounted for more than 75% (3/4) of all white/Anglo males employed by the State of Texas during 1977.

Highway Dept.	29.4%
Mental Health/Mental Retardation	15.1%
Dept. of Public Safety	8.2%
Dept. of Public Welfare	7.6%
Dept. of Corrections	6.6%
Employment Commission	4.5%
Health Dept.	4.1%
Parks & Wildlife Dept.	3.6%

More than 75% of the white/Anglo females in the State work force were concentrated in the following five agencies:

Mental Health/Mental Retardation	35.6%
Dept. of Public Welfare	23.8%
Health Dept.	6.0%
Texas Employment Commission	5.7%
Highway Dept.	4.6%

Table 5.2

Comparisons of State Population and State Work Force By Race, Ethnicity, and Gender

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
State Population	100%	49.0	33.6	6.0	9.0	0.4	51.0	34.8	6.5	9.3	0.4
State Workforce	100%	50.9	40.0	3.9	6.7	0.3	49.1	34.3	7.7	6.8	0.3
		+1.9	+6.4	-2.1	-2.3	-0.1	-1.9	-0.5	+1.2	-2.5	-0.1

[1] Other includes Asian Americans and Native Americans.

Data Source: Data derived from 1970 Census data in Table 2.2 and State Work Force Data contained in Table 1, Appendix C.

The following six agencies accounted for 79% of all Hispanic males in the State work force.

Highway Dept.	31.3%
Mental Health/Mental Retardation	16.9%
Dept. of Public Welfare	15.9%
Texas Employment Commission	6.5%
Health Dept.	4.5%
Dept. of Public Safety	3.9%

Hispanic females (81%) were found concentrated as follows:

Dept. of Public Welfare	37.9%
Mental Health/Mental Retardation	28.2%
Health Dept.	9.1%
Texas Employment Commission	5.9%

Approximately 80% of all black males in the State work force were found concentrated in the following agencies.

Mental Health/Mental Retardation	40.7%
Highway Dept.	15.5%
Texas Youth Council	5.7%
Dept. of Corrections	5.5%
Texas Employment Commission	4.6%
Dept. of Public Welfare	4.0%
Dept. of Public Safety	3.7%

Black females (86.6%) were found in the following major concentrations.

Mental Health/Mental Retardation	61.1%
Dept. of Public Welfare	17.1%
Health Dept.	4.6%
Texas Employment Commission	3.7%

STATE EMPLOYMENT FINDINGS BY FUNCTION

The hospital function accounted for the largest concentration of State employees in one function. Nearly 28% of all State employees were found in this function. The Public Welfare function employed 21.2% and Streets and Highways accounted for 16.5% of the State work force. These three functions accounted for approximately 65% of the total State work force. (See Tables 4 through 6 of Appendix C).

Within the hospital function, 68% of all the employees were female and only 32% were male. Further, one finds

- 43.8% of the employees in this function were white/Anglo females;
- 17.0% were black females; and
- 6.9% were Hispanic females.

On the other hand,

- 21.7% were white/Anglo males;
- 5.8% were black males; and
- 4.1% were Hispanic males.

If one looks at the types of jobs within the function[3] one finds that 30% of the white/Anglo males occupied administrative or professional jobs and about 45.9% occupied paraprofessional, service/maintenance, or office/clerical positions. At the same time, only 16% of the white/Anglo females were in administrative or professional positions, while 66.6% were in paraprofessional, service/maintenance, or clerical positions. For minorities, the disparities within function were even greater.

- 3.5% of the black males and 3.7% of the black females occupied administrative positions while 84.3% of the black males and 82.2% of the black females occupied the lowest positions in the hierarchy.

- 14.1% of the Hispanic males and 4.2% of the Hispanic females occupied administrative positions while 65.8% of the Hispanic males and 82.8% of the Hispanic females occupied lowest hierarchical positions.

Within Streets and Highways, 67.5% of all females were in Office/Clerical positions whereas only 1% of the males occupied similar positions.[4] Almost ninety percent or nine out of ten of all employees in this function were male, it clearly stands that, with few exceptions, THIS FUNCTION was identified as "traditionally male dominated".

Similar patterns were found within the remaining functions.

STATE EMPLOYMENT FINDINGS BY JOB CATEGORY

Table 5.3 summarizes the State work force distribution across the various job categories. This table provides the racial, ethnic, and gender breakdowns for each job category. Tables 5.4 and 5.5 provide percentage distributions of these data.

According to these tables, the largest category of State workers during the reporting period was the category of professionals, which accounted for 26.7% of the total State work force. This was followed by the category of office and clerical work which includes 20.2% of the work force. The other categories in order of rank, accounted for the following percentages of the total State work force:

Paraprofessionals	14.4%
Technicians	11.4%
Skilled Crafts	10.3%
Service/Maintenance	6.6%
Protective Service	6.3%
Financial Administration	4.1%

Table 5.3

Distribution of State Employees By Race, Ethnicity, Gender and Job Category (Texas, 1977)

	ALL GROUPS			WHITE/ANGLO			HISPANIC			BLACK			OTHER[1]		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
Administrator	3,544	2,478	1,066	3,120	2,188	932	274	219	55	129	58	71	21	13	8
Professional	23,080	13,457	9,623	19,274	11,339	7,935	2,459	1,538	921	1,180	472	708	167	108	59
Technician	9,833	6,323	3,510	7,834	5,333	2,501	1,048	733	315	908	236	672	43	21	22
Skilled Craft	8,907	8,699	208	6,981	6,818	163	1,444	1,426	18	470	445	25	12	10	2
Protective Service	5,480	5,189	291	4,654	4,438	216	410	391	19	405	349	56	11	11	0
Office/ Clerical	17,517	1,302	16,215	12,709	906	11,803	3,095	231	2,864	1,633	157	1,476	80	8	72
Para-Professional	12,500	3,423	9,077	6,962	1,976	4,986	1,745	531	1,214	3,705	885	2,820	88	31	57
Service/ Maintenance	5,712	3,164	2,548	2,815	1,595	1,220	1,213	747	466	1,647	796	851	37	26	11
All Categories	86,573	44,035	42,538	64,349	34,593	29,756	11,688	5,816	5,872	10,077	3,398	6,679	459	228	231

[1] Other includes Asian Americans and Native Americans.

SOURCE: Office of the Governor, Office of Personnel and Equal Employment Opportunity, Report of EEO-4 data for 1977 for Texas State Government, Computer Printout 1/13/78.

Table 5.4

Percentage Distribution of State Employees By Race, Ethnicity, Gender, and Job Category (Texas, 1977)

(Vertical Distribution)

PERCENT OF COLUMN	ALL GROUPS			WHITE/ANGLO			HISPANIC			BLACK			OTHER[1]		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
Administrator	4.1%	5.6%	2.5%	4.8%	6.3%	3.1%	2.3%	3.8%	0.9%	1.3%	1.7%	1.1%	4.6%	5.7%	3.5%
Professional	26.7%	30.6%	22.6%	30.0%	32.8%	26.7%	21.0%	26.4%	15.7%	11.7%	13.9%	10.6%	36.4%	47.4%	25.5%
Technician	11.4%	14.4%	8.3%	12.2%	15.4%	8.4%	9.0%	12.6%	5.4%	9.0%	6.9%	10.1%	9.4%	9.2%	9.5%
Skilled Craft	10.3%	19.8%	0.5%	10.8%	19.7%	0.5%	12.4%	24.5%	0.3%	4.7%	13.1%	0.4%	2.6%	4.4%	0.9%
Protective Service	6.3%	11.8%	0.7%	7.2%	12.8%	0.7%	3.5%	6.7%	0.3%	4.0%	10.3%	0.8%	2.4%	4.8%	0.0%
Office/ Clerical	20.2%	3.0%	38.1%	19.8%	2.6%	39.7%	26.5%	4.0%	48.8%	16.2%	4.6%	22.1%	17.4%	3.5%	31.2%
Para-Professional	14.4%	7.8%	21.3%	10.8%	5.7%	16.8%	14.9%	9.1%	20.7%	36.8%	26.0%	42.2%	19.2%	13.6%	24.7%
Service/ Maintenance	6.6%	7.2%	6.0%	4.4%	4.6%	4.1%	10.4%	12.8%	7.9%	16.3%	23.4%	12.7%	8.1%	11.4%	4.8%
All Categories	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

[1] Other includes Asian Americans and Native Americans.

SOURCE: Office of the Governor, Office of Personnel and Equal Employment Opportunity, Report of EEO-4 data for 1977 for Texas State Government, Computer Printout, 1/13/78.

Table 5.5

Percentage Distribution of State Employees By Race, Ethnicity, Gender and Job Category (Texas, 1977)

(Horizontal Distribution)

PERCENT OF ROW	ALL GROUPS			WHITE/ANGLO			HISPANIC			BLACK			OTHER[1]		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
Administrator	100.0%	69.9%	30.1%	88.0%	61.7%	26.3%	7.7%	6.2%	1.6%	3.6%	1.6%	2.0%	0.6%	0.4%	0.2%
Professional	100.0%	58.3%	41.7%	83.5%	49.1%	34.4%	10.7%	6.7%	4.0%	5.1%	2.0%	3.1%	0.7%	0.5%	0.3%
Technician	100.0%	64.3%	35.7%	79.7%	54.2%	25.4%	10.7%	7.5%	3.2%	9.2%	2.4%	6.8%	0.4%	0.2%	0.2%
Skilled Craft	100.0%	97.7%	2.3%	78.4%	76.5%	1.8%	16.2%	16.0%	0.2%	5.3%	5.0%	0.3%	0.1%	0.1%	0.0%
Protective Service	100.0%	94.7%	5.3%	84.9%	81.0%	3.9%	7.5%	7.1%	0.3%	7.4%	6.4%	1.0%	.2%	.2%	0.0%
Office/ Clerical	100.0%	7.4%	92.6%	72.6%	5.2%	67.4%	17.7%	1.3%	16.3%	9.3%	0.9%	8.4%	0.5%	0.0%	0.4%
Para-Professional	100.0%	27.4%	72.6%	55.7%	15.8%	39.9%	14.0%	4.2%	9.7%	29.6%	7.1%	22.6%	0.7%	0.2%	0.5%
Service/ Maintenance	100.0%	55.4%	44.6%	49.3%	27.9%	21.4%	21.2%	13.1%	8.2%	28.8%	13.9%	14.9%	0.6%	0.5%	0.2%
All Categories	100.0%	50.9%	49.1%	74.3%	40.0%	34.4%	13.5%	6.7%	6.8%	11.6%	3.9%	7.7%	0.5%	0.3%	0.3%

[1] Other includes Asian Americans and Native Americans.

SOURCE: Office of the Governor, Office of Personnel and Equal Employment Opportunity, Report of EEO-4 data for 1977 for Texas State Government, Computer Printout, 1/13/78.

Distribution of males and females across the job categories vary somewhat from this overall pattern. Figure 5.1 sets forth patterns of concentration found for males and females in the various job categories.

As in the analysis of the functional categories, there were pronounced concentrations of racial, ethnic, and gender groups in certain job categories. Males, for example, comprised over ninety percent of all State employees in skilled craft and protective service jobs. Females, on the other hand, were concentrated mainly in office/clerical and paraprofessional jobs.

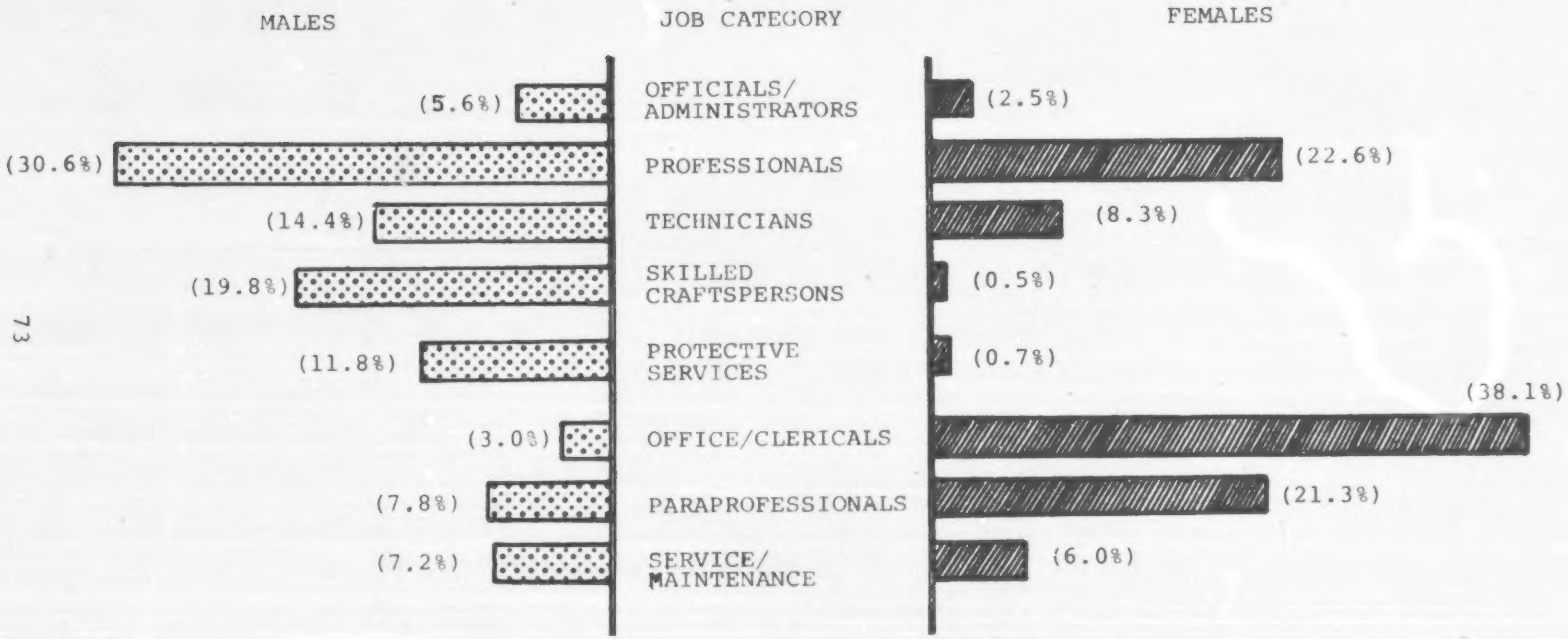
Certain patterns also stand out for the various racial/ethnic groups (See Table 5.4). Black females, for example, were clustered mainly into paraprofessional jobs (42.2%), Office/Clerical positions (22.1%), and service/maintenance jobs (12.7%). Hispanic females were clustered in office/clerical (48.8%), paraprofessional (20.7%) and professional positions (15.7%). White/Anglo females were found in office/clerical (39.7%), professional (26.7%), and paraprofessional (16.8%) job categories.

For black males, the patterns of concentration differed slightly from that for black females (i.e., twenty-six percent were in paraprofessional positions, 23.4% were in service/maintenance, and 13.9% were in professional positions). For white/Anglo and Hispanic males, greatest concentrations occurred in the professional category (32.8% and 26.4% respectively), and the skilled crafts category (19.7% and 24.5% respectively).

The following analysis was conducted in order to look at employment patterns within each job category using the 1970 State population figures as a basis for comparison.

Figure 5.1

DISTRIBUTION OF MALES AND FEMALES
IN THE TEXAS STATE WORKFORCE
1977



SOURCE: Data derived from Tables 5.3 and 5.4.

For each of the job categories, the ratio of each ethnic group is provided below.

White/Anglos comprised 68.4% (about seven out of ten) of the State population in 1970; Hispanics comprised 18.3% (approximately two out of ten); and blacks, 12.5% (about one out of ten). Other groups made up only 0.8% (or less than one out of ten).

These proportions compare to distributions within the various job categories as follows.

Administrators:

- About six out of ten State officials/administrators were white/Anglo males;
- Almost three out of ten State officials/administrators were white/Anglo females;
- Only one out of ten State officials/administrators was a minority - either Hispanic, black, or "other".

Professionals: Among State employees classified as professionals,

- Almost five out of ten were white/Anglo males;
- About three out of ten were white/Anglo females;
- One out of ten was Hispanic;
- Fewer than one out of ten was either black or other minority.

Technicians:

- Almost five out of ten were white/Anglo males;
- About three out of ten were white/Anglo females;
- About one out of ten were Hispanic, usually male;

- About one out of ten black, usually female.

Skilled Craftspersons:

- About five out of ten were white/Anglo males and three out of ten were white/Anglo females;
- Almost two out of ten were Hispanic, who were almost always males;
- Fewer than one out of ten were either black or other minority.

Protective Service:

- Eight out of ten were white/Anglo males;
- One out of ten was either a black or Hispanic male;
- One out of ten was a female, usually white/Anglo.

Office/Clerical:

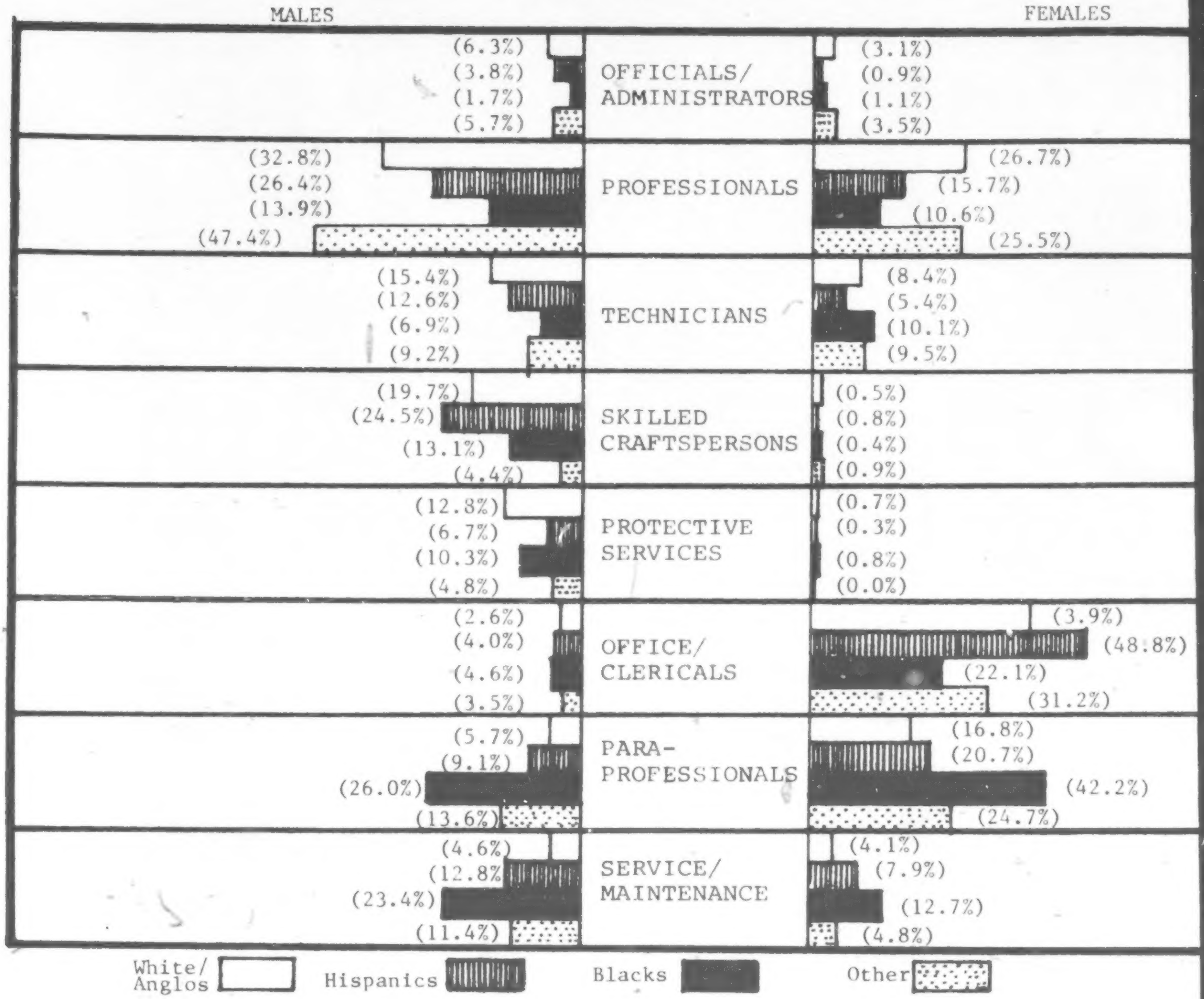
- More than seven out of ten office/clerical in State employment were white/Anglos, most often a female;
- Almost two out of ten such workers were Hispanic, almost always female;
- Approximately one out of ten workers in this category was black, usually female.

Paraprofessionals:

- Approximately six out of ten paraprofessional employees of the State were white/Anglos, generally two of these were males and four were females;
- One out of ten was Hispanic, usually a female; and,

Figure 5.2

DISTRIBUTION OF RACIAL, ETHNIC, AND GENDER GROUPS IN THE TEXAS STATE WORKFORCE BY JOB CATEGORY - 1977



SOURCE: Derived from Tables 5.3 and 5.4.

Paraprofessionals:

- Almost three out of ten were black, two of whom were females;

Service/Maintenance:

- Almost five out of ten State workers in this category were white/Anglos (about three males and two females);
- Two out of ten were Hispanic, males were found only slightly more frequently than females;
- Three out of ten are black with males and females appearing with about the same frequently.

Graphic presentation of the findings by race/ethnicity for each group are provided in Figure 5.2.

Findings support the premise that, in general, the low status, unskilled jobs were occupied by blacks. Women, by and large, were assigned to the office/clerical positions. White/Anglo males dominated the administrative and to a lesser extent, the professional fields.

STATE EMPLOYMENT FINDINGS BY SALARY LEVEL

Tables 8 and 9 of Appendix C provide numerical and percentage (horizontal) breakdowns respectively of the State work force according to salary level by race, ethnicity, and gender.

The median income for all State workers during 1977 was between $10,000 to $12,999/year. It is interesting to note, however, that when median salary levels were considered by gender, NO FEMALE GROUP, irrespective of race or ethnicity, HAD A MEDIAN SALARY LEVEL AS HIGH AS $10,000. Likewise, the median salary level for black males fell below the State median. The median salary for all other male groups was the same as the State median.

Within each racial/ethnic group, the median salary level for females was below the median level for the males of the same racial/ethnic group. The median salary level for each of the minority female groups fell within the $6,000 - $7,999 level.

Table 5.6 provides data showing the percentage of each of the major racial and ethnic groups found at the uppermost and lowermost salary levels covered by State employment.

The data reflect that 22.8% of all male State employees earned at or above $16,000 per year. In contrast, only 4.2% of all female State employees earned $16,000 or more annually. Analysis by racial, ethnic, and gender groups reveals that:

- 26.7% of all white/Anglo males)
- 9.3% of all Hispanic males) Earned at or above
- 4.6% of all black males) $16,000/year.

Whereas only

- 5.3% of the white/Anglo females)
- 1.2% of the Hispanic females) Earned at or above
- 1.4% of the black females) this level in 1977.

At the lower end of the State salary scale, one finds that nearly 30% of all State employees earned less than $8,000/year. Among male State employees, only 15.1% earned less than $8,000/year; whereas, 44.5% of all female State employees earned below such level. Comparisons among the various racial/ethnic and gender groups further reveal that:

- 10.5% of all white/Anglo males) Earned below $8,000/
  year in 1977.

Table 5.6 Percentages of Major Racial and Ethnic Groups by Gender Found At Upper and Lower Salary Levels In State Employment

		AT OR ABOVE $16,000/yr.	BELOW $8,000/yr.
ALL GROUPS		13.7%	29.5%
WHITES/ ANGLOS	Males	26.7%	10.5%
	Females	5.3%	37.3%
HISPANICS	Males	9.3%	22.1%
	Females	1.2%	55.6%
BLACKS	Males	4.6%	48.6%
	Females	1.4%	67.1%
OTHERS	Males	33.3%	24.1%
	Females	8.3%	50.2%

DATA SOURCE: Derived from data in Table 8, Appendix C.

- 22.1% of all Hispanic males) earned below $8,000/
- 48.6% of all black males) year in 1977.

On the other hand,

- 37.3% of all white/Anglo females)
- 55.6% of all Hispanic females) earned below the $8,000/year level
- 67.1% of all black females) during the same period.

Findings for the analysis of data by salary category are as follows.

In the category of $25,000/year and above, there were more than 1,500 employees.

- About nine out of ten State employees at this level were white/Anglo, and with very few exceptions were males.
- Fewer than one out of ten was minority group person.

Between $16,000 - $24,999, there are more than 10,200 employees. Of these,

- Approximately nine out of ten such workers were white/Anglos (usually eight males and one female).
- Only one out of ten was a minority, with Hispanic males appearing somewhat more frequently than other groups.

Between $13,000 - $15,999, there were approximately 11,500 employees. Of these,

- Almost nine out of every ten were white/Anglo with males appearing almost twice as frequently as females.
- About one out of ten was a minority, usually an Hispanic male.

In the salary category of $10,000 - $12,999, there were more than 20,000 employees. Of these,

- Approximately eight out of ten were white/Anglo, with males appearing slightly more often than females.
- Just over one out of ten was Hispanic, usually male.

- Fewer than one out of ten was black, with males and females appearing with almost equal frequency.

There were approximately 17,500 employees whose level of earnings fell between $8,000 and $9,999. Of those,

- Seven out of ten were white/Anglos (usually four females to three males);
- Approximately two out of ten were Hispanic, with approximately equal occurrence of males and females; and,
- One out of ten was black, more often a female.

In the $6,000 - $7,999 category, there were 25,465 State employees. Of these,

- Approximately six out of ten were white/Anglos, usually females,
- Approximately two out of ten were Hispanic, generally females, and
- Approximately two out of ten were black, generally females.

There were approximately 100 persons in State employment earning less than $6,000/year. Among them,

- About seven out of ten were white/Anglos (five males, two females),
- Almost three out of ten were Hispanics, almost always male,
- Fewer than one out of ten was black.

SUMMARY OF STATE EMPLOYMENT PATTERNS

Clearly, providing services to its citizens is one major aspect of employment at the State level in Texas. These services range from providing information and benefits to eligible persons to custodial care for institutionalized citizens to providing and maintaining roads, parks, etc.

Assuming an absence of bias, one would expect to find similar patterns of distribution of the various groups in each of the functions, job categories, and salary levels. One would also expect to find fairly equitable representation of males and females in each of the various categories. Instead, one finds great disparity when comparing the ratio of males to females at comparable levels.

Data on the distribution of groups by agency tended to support the notion that certain types of jobs are viewed as "traditionally male or female" in nature and that the virtual absence from certain jobs may represent discrimination based on gender of the applicant. Likewise, minorities in State government appeared to be concentrated in low status, less prestigious positions which have little impact on policy formulation and upper-level decisionmaking.

Further, when employment reports contain figures regarding numbers of workers and omits salary and job breakdowns, these findings would be obscured.

Assuming that salary level is indicative of the level of responsibility and authority or that there is at least a positive relationship between salary level and job status, then minorities and women are found in highly disproportionate numbers in the low status, low paying positions.

CHAPTER V

REFERENCES

1. Office of the Governor, Office of Personnel and Equal Employment Opportunity, Report of EEO-4 data for 1977 Computer Printout on Employment by Agency.

2. The reader is cautioned that conclusions based on comparisons with 1970 data should take into account such factors as:

   - a possible change in population characteristics between 1970 and 1977;

   - the difference in the available labor force characteristics and that of the general population (including differences among the various groups within the population); and changes that have occurred in this population since 1970; and

   - the effects of a generally acknowledged undercount on minorities in the 1970 Census.

3. Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas for 1977. Computer Printout for State Employment by Function, July, 1979.

4. Ibid.

CHAPTER VI

COUNTY EMPLOYMENT IN TEXAS

NUMBER AND CHARACTERISTICS OF EMPLOYEES

Population statistics for all counties included in the 1977 EEOC Survey by race, ethnicity, gender, and region can be found in Tables 1-12 of Appendix D. Table 6.1 compares the total population characteristics in the sample counties and the total county work force reported for the same counties.

There were a total of 32,524 persons employed by the 128 county governments in the 1977 EEOC Survey. Table 13 in Appendix D provides a numerical breakdown of the county work force by region, by race, ethnicity, and gender of employees. employees.

COUNTY EMPLOYMENT BY FUNCTION

Financial Administration was the largest (i.e., had the greatest number of employees reported) of the county functions. This function alone accounted for 31.5% of all county employment. The other functions in which most county employment was concentration were:

- Hospitals and Sanitoriums	17.0%
- Streets and Highways	14.3%
- Police Protection	12.6%
- Corrections	9.1%

Together these five functions accounted for 85% of the total county employment reported in 1977. The percentages of employees from each of the various racial, ethnic, and gender groups differed widely. (See Table 6.2 and Tables 14 through 27 of Appendix D).

Table 6.1

Comparison of Racial, Ethnic, and Gender Characteristics of Population and Workforce in the EEOC Employment Survey for 1977

		MALE					FEMALE				
	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Total Population for all Counties in 1977 EEOC Survey (n=128)	9,418,249	4,615,644	3,111,011	546,377	921,847	36,409	4,802,605	3,214,299	589,001	963,133	36,172
	100%	49.0%	33.0%	5.8%	9.8%	0.4%	51.0%	34.1%	6.3%	10.2%	0.4%
Total County Workforce in Counties Included in the EEOC Survey in 1977	32,524	16,460	11,385	1,511	3,485	79	16,064	11,306	2,046	2,555	157
	100%	50.6%	35.0%	4.6%	10.7%	0.2%	49.4%	34.7%	6.3%	7.9%	*[3]

SOURCE: (1) Derived from Tables 34-39. Appendix A.
(2) Equal Employment Opportunity Commission, EEO-4 Statistical File for Texas, 1977. Computer Printout, Employment by County, July, 1979.

[1] Other includes Asian Americans and Native Americans.

[2] Totals may vary slightly from 100% due to rounding error.

[3] Asterisk (*) denotes less than 1/10 of 1%.

Table 6.2 Breakdown of the Racial, Ethnic and Gender Composition of the Five Major Functions Reported by Texas Counties (1977)

	Function				
GROUP	Financial Administration	Hospitals & Sanatoriums	Streets & Highways	Police Protection	Corrections
White/Anglo					
Male	27.1%	7.8%	65.4%	62.2%	35.6%
Female	48.9%	57.4%	2.1%	16.1%	25.9%
Black					
Male	3.1%	2.5%	6.4%	4.3%	6.2%
Female	4.2%	15.5%	0.2%	2.4%	6.6%
Hispanic					
Male	5.5%	3.1%	25.1%	12.2%	16.6%
Female	10.7%	11.6%	0.5%	2.6%	8.8%
Other					
Male	0.2%	0.1%	0.4%	0.2%	0.2%
Female	0.2%	2.1%	0.0%	*	*
Total	100.0%	100.0%	100.0%	100.0%	100.0%

(*) Asterisk denotes less than 1/10 of 1%.

Data derived from Tables 14-27 of Appendix D.

Data from this table only hints at the extent of disparities between racial, ethnic, and gender group employment by counties. For example, while it appears that females made up the bulk of the work force in Financial Administration, it becomes more apparent when observing patterns by job category and salary that these persons were usually clustered in the less prestigious, lower responsibility/authority, and lower salary jobs.

For example, when looking at job categories within the Financial Administration function, one finds that 5,392 or 82.3% of the 6,554 females in the function were clustered in the office/clerical job categories.[1] Only 9.2% were in the administrative/official and professional positions; whereas, 35.7% of the males were in these categories.[2]

COUNTY EMPLOYMENT BY JOB CATEGORY

The largest category of county employees was that of office/clerical workers (28.4%). (See Tables 28-30, Appendix D) The other categories, in order of size, were:

Service/Maintenance	16.6%
Professionals	13.0%
Protective Services	12.6%
Technicians	8.8%
Skilled Crafts	8.3%
Paraprofessionals	6.6%
Officials/Administrators	5.6%

Slightly more than half of the 32,524 county employees included in the 1977 EEOC Survey were males (50.6%) and just under half were females (49.4%). (See Table 29, Appendix D) The distribution of these workers among the eight job categories varied considerably. Males were found to be clustered in Service/Maintenance (25.1%), Protective Services (21.9%), Skilled Crafts (15.5%), and Professionals (12.9%) categories; thus, these four categories accounted for three-fourths of all males in county government. For females, the categories which accounted for the employment of more than four-fifths of all female county workers were: Office/Clerical (51.1%), Professionals (13.1%), Technicians (10.2%), and Paraprofessionals (9.5%).

The following provides a summary of the characteristics of county workers in each of the job categories.

Officials/Administrators

Within each job category, variations occur in the racial, ethnic, and gender distribution of the employees. Among the category of officials/administrators (which generally constitute the highest paying category), it was found that

- Almost nine out of ten such county workers were white/Anglo (at least five of them are males and at least three were females).
- Slightly less than one out of ten was an Hispanic male.
- Fewer than one out of ten was from any other minority group.

Professionals

This category was almost equally divided between males (50.2%) and females (49.8%). More specifically, however,

- Eight out of ten workers in this category were white/Anglos (four males and four females).
- Approximately one out of ten was black (with females appearing more often).
- Slightly less than one out of ten was Hispanic (either male or female).

Paraprofessionals

Females tended to predominate the employment in this category (i.e., 70.5% of all county employees were females and 29.5% were males). Among these workers,

- Six out of ten were white/Anglo (four females and two males).
- Two out of ten were black (almost all were female).
- Two out of ten were Hispanic (at least one of these was a female).

Technicians

- Approximately seven out of every ten such workers were white/Anglo (approximately four females and three males).
- Slightly more than one out of ten were black, usually this was a female.
- Almost two out of ten were Hispanic (one male, one female).

Protective Service

This category was made up primarily of male workers (88.1%). Among workers in this category,

- More than seven out of ten were white/Anglos (six males, one female).
- Two out of ten were Hispanic (almost all were males).
- About one out of ten was black (and usually was a male).

Office/Clerical

Females constituted 88.9% of the employees in this category. Among these workers, however,

- More than seven out of ten were white/Anglos (at least six of these were female).
- Almost two out of ten were Hispanics (almost all were females).
- Fewer than one out of ten was from another minority group, but usually was a black female.

Skilled Crafts

Males were the predominant group among employees in this category. Among skilled crafts employees,

- Seven out of ten were white/Anglos, almost all were males.

Skilled Crafts Cont

- Two out of ten were Hispanic males.
- Less than one of ten was from another minority group, usually black males.

Service/Maintenance

- Approximately five out of ten of these workers were white/Anglos (four males, one female).
- Almost three out of ten were Hispanic (at least two of whom were males).
- Almost two out of ten were black (at least one of whom was a male).

COUNTY WORK FORCE BY SALARY LEVEL

Tables 31 through 33 in Appendix D provide numerical and percentage data on the county employees identified in the 1977 EEOC Sample Survey.

The median salary level for county government workers included in the 1977 Survey fell between $8,000 - $9,999/yr. The median level differs however for the various racial, ethnic, and gender groups. The following table (Table 6.3) provides the median salary levels for each of the racial, ethnic, and gender groups.

Table 6.3

Range of Median Salaries for County Government Employees in the EEOC Sample for Texas (1977)

	MEDIAN SALARY LEVEL	
GROUP	MALES	FEMALES
White/Anglo	$10,000-$12,999/yr.	$ 6,000-$ 7,999
Black	$ 8,000-$ 9,999/yr.	$ 6,000-$ 7,999
Hispanic	$ 6,000-$ 7,999/yr.	$ 6,000-$ 7,999
Total	$ 8,000-$ 9,999/yr.	$ 6,000-$ 7,999

Data Source: Data derived from Table 33 of Appendix D.

The median salary level for county workers was between $8,000 to $9,999/year, the same as the median salary for male county workers. For female county workers, the median salary level fell in the interval between $6,000-$7,999/year.

Females in county government, in general, tended to be earning less than their male coworkers. Based on the data in Table 33 of Appendix D, more than 55% of the county female workers earned less than $8,000/year. On the other hand, only 11.9% of the counties male workers earned below this level. Looking at the highest salary levels, those employees earning $16,000/year or more, one finds 9.2% of the males but only 3.9% of the females were at or above $16,000 per year.

While differences among males and females in the same racial/ethnic groups did exist as did differences in males across racial and ethnic lines and females across ethnic lines, the patterns were rather straight forward. A greater percentage of females, in each of the groups, were clustered in the lower salary categories. Proportionately fewer white/Anglo males were found at this level than any other group.

At the higher salary categories the exact reverse was found, (i.e., a smaller percentage of females than males were found although the difference for black males and females was very small. Also, a greater percentage of white/Anglo males were found at the higher levels than any other group).

Table 6.4 reflects the percentages of county workers in salary categories of $16,000/year or more and those in salary categories below $8,000/year by race, ethnicity, and gender.

Table 6.4 Percentages of Each Racial, Ethnic, and Gender Group Earning Below $8,000/yr. or at $16,000/yr. or above in County Government

Racial, Ethnic and Gender Category		Percent of Category Earning at or above $16,000/year	Percent of Category Earning Below $8,000/yr.
ALL GROUPS		6.6%	43.3%
WHITES/ ANGLOS	**Males**	12.1%	22.5%
	Females	4.6%	51.3%
HISPANICS	**Males**	2.1%	59.4%
	Females	0.6%	73.8%
BLACKS	**Males**	3.3%	35.2%
	Females	3.9%	57.1%
OTHERS	**Males**	20.3%	20.3%
	Females	5.1%	21.0%

Data derived from Table 33, Appendix D.

COUNTY EMPLOYMENT BY REGION

FUNCTIONAL CATEGORIES

Not all of the functions identified by EEOC are carried out by each county. Instead other governmental entities assume responsibility for these areas. For example, in some geographical areas sewage and sanitation functions are carried out by city/town governments rather than county governments. The point of this is that although a function is not reported by a county does not mean that the citizens are being denied the services of the function.

None of the counties reported employment in the Employment Security function. There were some functions which were not reported in one or more regions. By region and not including the Employment Security function, the unreported functions were:

PANHANDLE: Fire Protection
Housing
Community Development

NORTH TEXAS: Housing
Sanitation and Sewage

WEST TEXAS: Housing
Sanitation and Sewage

EAST TEXAS: Fire Protection

CENTRAL TEXAS: Fire Protection
Housing
Utilities and Transportation

SOUTH TEXAS: None

Looking at county employment by region, one finds differences in the rankings (by percent of persons employed in the function) of the functions among regions. For example, the major function in West Texas was Hospitals and Sanatoriums while in East Texas, Finanacial Administration ranked highest. However, since the five major functions in county government on a statewide basis have been identified, these categories will be used as the basis for analysis of functional county employment by region. Findings are based on data contained in Appendix D.

The data on county employment by function and by region can be compared to the respective population statistics to provide an estimate of the regional disparities in county employment. Below is a summary of the respective regional population statistics for 1970. (See Table 1.2 in Chapter 1)

PANHANDLE Population

- Eight out of ten were white/Anglo.
- Two out of ten were minorities, at least one of whom was Hispanic.

NORTH TEXAS Population

- Eight out of ten were white/Anglos; and
- Two out of ten were minorities; at least one was black.

WEST TEXAS Population

- Six out of ten were white/Anglos;
- Three out of ten were Hispanics; and
- One out of ten was another minority person.

EAST TEXAS Population

- Seven out of ten were white/Anglos;
- Two out of ten were black; and
- One out of ten was Hispanic.

CENTRAL TEXAS Population

- Eight out of ten were white/Anglos;
- One out of ten was Hispanic; and
- One out of ten was black.

SOUTH TEXAS Population

- Four out of ten were white/Anglos;
- Five out of ten were Hispanic; and
- One out of ten was black.

FEMALES AND MALES APPEARED WITH ABOUT EQUAL FREQUENCY IN ALL REGIONS.

Financial Administration (See Table 14, Appendix D)

PANHANDLE: (557 employees or 32.4% of the county employees in the region)

- Almost seven out of ten were white/Anglo females;
- Two out of ten were white/Anglo males;
- Slightly more than one out of ten represented another group.

NORTH TEXAS: (1970 employees or 34% of all county employees in the region)

- Almost six out of ten were white/Anglo females;
- Three out of ten were white/Anglo males;
- Only one out of ten represented another group.

WEST TEXAS: (884 employees or 20.6% of all county employees in the region)

- Five out of ten were white/Anglo females;
- Two out of ten were Hispanic females;
- Two out of ten were white/Anglo males;
- One out of ten was a Hispanic;
- Rarely was there representation by another group.

EAST TEXAS: (4,136 employees or 33.7% of all county employees in the region)

- Almost five out of ten were white/Anglo females;
- About three out of ten were white/Anglo males;
- One out of ten was a black male or female;
- Nearly one out of ten was an Hispanic male or female.

CENTRAL TEXAS: (669 employees or 34.0% of all county employees in the region)

- More than six out of ten were white/Anglo females;
- More than two out of ten were white/Anglo males;
- Nearly one out of ten was an Hispanic male or female;
- Seldom was another group represented.

SOUTH TEXAS: (2,016 employees or 31.0% of all county employees in the region)

- Almost four out of ten were Hispanic females;
- Three out of ten were white/Anglo females;
- Almost two out of ten were white/Anglo males;
- Slightly more than one out of ten was an Hispanic male.

Hospitals and Sanatoriums (See Table 20, Appendix D)

PANHANDLE: (273 or 15.9% of county work force in region)

- More than seven out of ten were white/Anglo females;
- More than one out of ten was a white/Anglo male;
- Nearly one out of ten was a black male or female;
- Fewer than one out of ten represented another group.

NORTH TEXAS: (265 employees or 4.6% of county work force in region)

- More than seven out of ten were white/Anglo females;
- More than one out of ten was a white/Anglo male;
- One out of ten was a black female;
- Seldom was another group represented.

WEST TEXAS: (1,631 employees or 38.1% of the county work force in region)

- Six out of ten were white/Anglo females;
- One out of ten was an Hispanic female;
- Nearly one out of ten was a white/Anglo male;
- Nearly one out of ten was a black female;
- Fewer than one out of ten represented another group.

EAST TEXAS: (2,256 employees or 18.4% of all county work force in region)

- Six out of ten were white/Anglo females;
- More than two out of ten were black females;
- One out of ten was a male;
- Fewer than one out of ten was Hispanic or other female.

CENTRAL TEXAS: (134 employees or 6.8% of all county work force in region)

- Almost nine out of ten were white/Anglo females;
- Approximately one out of ten was a white/Anglo male;
- Rarely was there a minority female represented.

SOUTH TEXAS: (982 employees or 15.1% of the county work force in the region)

- Almost four out of ten were white/Anglo females;
- Approximately three out of ten were Hispanic females;
- One out of ten was a black female;
- Almost one out of ten was an Hispanic male;
- Approximately one out of ten represented another group.

Streets and Highways (See Table 15, Appendix D)

PANHANDLE: (335 or 10% of work force)

- Nine out of ten were white/Anglo males;
- One out of ten was an Hispanic or black male.

NORTH TEXAS: (630 or 10.9% of work force)

- Nine out of ten were white/Anglo males;
- Approximately one out of ten represented another group.

WEST TEXAS: (532 employees or 12.4% of county work force in region)

- Six out of ten were white/Anglo males;
- Almost four of ten were Hispanic males.

EAST TEXAS: (1,541 or 12.6% of the work force)

- Almost eight out of ten were white/Anglo males;
- More than one out of ten were black males;
- About one out of ten represented another group.

CENTRAL TEXAS: (441 or 22.4% of the work force)

- Approximately eight out of ten were white/Anglo males;
- Approximately one out of ten was an Hispanic male;
- Fewer than one out of ten represented another group.

SOUTH TEXAS: (1,161 or 17.9% of the work force)

- Seven out of ten were Hispanic males;
- More than two out of ten were white/Anglo males;
- Less than one out of five represented another group.

Police Protection (See Table 17, Appendix D)

PANHANDLE: (258 or 15% of the county work force represented)

- More than seven out of ten were white/Anglo males;
- Two out of ten were white/Anglo females;
- Fewer than one out of ten represented another group.

NORTH TEXAS: (788 or 13.6% of the work force represented)

- Almost seven out of ten were white/Anglo males;
- Two out of ten were white/Anglo females;
- Almost one out of ten was a black female or male;
- Fewer than one out of ten represented another group.

WEST TEXAS: (325 or 7.6% of the work force)

- About six out of ten were white/Anglo males;
- Almost two out of ten were Hispanic males;
- Almost two out of ten were white/Anglo females;
- Fewer than one out of ten represented another group.

EAST TEXAS: (1,691 or 13.8% of the work force)

- About seven out of ten were white/Anglo males;
- Almost two of ten were white/Anglo males;
- Slightly more than one out of ten represented another group, usually black males.

CENTRAL TEXAS: (269 or 13.7% of the work force)

- Seven of ten were white/Anglo males;
- Almost two of ten were white/Anglo females;
- Only one of ten represented another group.

SOUTH TEXAS: (784 or 12.1% of the work force)

- More than four out of ten were Hispanic males;
- Almost four of ten were white/Anglo males;
- Almost one of ten was an Hispanic female;
- About one of ten was a white/Anglo female;
- Fewer than one of ten represented any other group.

Corrections (See Table 26, Appendix D)

PANHANDLE: (100 or 5.8% of the work force)

- Four out of ten were white/Anglo males;
- Four out of ten were white/Anglo females;
- One out of ten was an Hispanic male or female;
- Fewer than one out of ten was a black female or male.

NORTH TEXAS: (759 or 13.1% of the county work force)

- Five out of ten were white/Anglo males;
- Three out of ten were white/Anglo females;
- More than one out of ten was a black male or female;
- Fewer than one out of ten represented another group.

WEST TEXAS: (265 or 6.2% of the work force)

- Approximately four out of ten were white/Anglo males;
- More than two out of ten were Hispanic males;
- More than two out of ten were white/Anglo females;
- One out of ten was an Hispanic female;
- Fewer than one out of ten represented another group.

EAST TEXAS: (813 or 6.6% of the work force)

- About four out of ten were white/Anglo males;
- Almost four out of ten were white/Anglo females;
- More than one of ten was a black female;
- About one out of ten represented another group.

CENTRAL TEXAS: (298 or 15.1% of the work force)

- About four out of ten were white/Anglo males;
- More than two of ten were white/Anglo females;
- One of ten was an Hispanic female;
- About one of ten was an Hispanic male;
- About one of ten was a black male;
- About one of ten was a black female.

SOUTH TEXAS: (721 or 11.1% of the work force)

- About five of ten were Hispanic males;
- Two of ten were Hispanic females;
- Almost two of ten were white/Anglo males;
- Almost one of ten was white/Anglo female;
- Fewer than one of ten represented another group.

Results from this analysis tend to mirror statewide findings. That is to say certain functions appeared to connote either male or female association (e.g., Hospitals and Sanatoriums were heavily staffed by females; or Streets and Highways which was virtually devoid of females).

JOB CATEGORIES

Data for this section were derived from Tables 34 through 39 in Appendix D. The results of this analysis are provided by groups within each of the respective regions.

These data reflect very clearly that white/Anglos, particularly males, dominated the administrative/official positions and the professional positions. Only in regions having heavy concentrations of Hispanics were there differences which may be significant (although tests of significance were not conducted) at the technical/skilled crafts level. On the other hand, minority concentrations in the low and unskilled positions often exceeded their respective proportions in the regional populations.

Using the respective population statistics provided in the section on county employment by function, one can easily identify further disparities in job categories. The employment figures for each of the eight job categories by region are provided here.

Officials and Administrators

PANHANDLE: (122 employees)

- About six out of ten were white/Anglo males;
- About four out of ten were white/Anglo females.

NORTH TEXAS: (224 employees)

- Almost seven out of ten were white/Anglo males;
- Almost three out of ten were white/Anglo.

WEST TEXAS: (156 employees)

- Almost five out of ten were white/Anglo males;
- Three out of ten were white/Anglo females;
- One out of ten was an Hispanic male;
- One out of ten was an Hispanic female.

EAST TEXAS: (934 employees)

- Five out of ten were white/Anglo males;
- Almost four out of ten were white/Anglo females;
- Almost one out of ten was a black male or female;
- Seldom was there an Hispanic male or female.

CENTRAL TEXAS: (73 employees)

- Seven out of ten were white/Anglo males;
- Two of ten were white/Anglo females;
- Fewer than one of ten represented any other group.

SOUTH TEXAS: (322 employees)

- Four of ten were Hispanic males;
- Three of ten were white/Anglo males;
- Two of ten were white/Anglo females,
- Almost one out of ten represented Hispanic females.

Professionals

PANHANDLE: (153 employees)

- Five of ten were white/Anglo males;
- Four of ten were white/Anglo females;
- Fewer than one of ten represented another group.

NORTH TEXAS: (1,085 employees)

- Five of ten were white/Anglo males;
- Three of ten were white/Anglo females;
- Almost one of ten was a black female;
- One in ten represented another group.

WEST TEXAS: (467 employees)

- Six of ten were white/Anglo females;
- Two of ten were white/Anglo males;
- One in ten was an Hispanic male or female;
- Less than one in ten represented another group.

EAST TEXAS: (1,749 employees)

- Four of ten were white/Anglo females;
- Almost four in ten were white/Anglo males;
- Almost one in ten was a black female;
- About one in ten represented another group.

CENTRAL TEXAS: (250 employees)

- More than five in ten were white/Anglo males;
- Two out of ten were white/Anglo females;
- One of ten was an Hispanic male or female;
- Fewer than one in ten represented another group.

SOUTH TEXAS: (534 employees)

- Four of ten were white/Anglo males;
- Two of ten were white/Anglo females;
- Almost two in ten were Hispanic males;
- One in ten was an Hispanic female;
- Fewer than one in ten represented another group.

Paraprofessionals

PANHANDLE: (160 employees)

- Almost seven of ten were white/Anglo females;
- Two of ten were white/Anglo males;
- About one in ten represented another group.

NORTH TEXAS: (205 employees)

- Almost four of ten were white/Anglo females;
- Almost three of ten were black females;
- Almost two of ten were white/Anglo males;
- One out of ten was black male;
- Fewer than one of ten represented another group.

WEST TEXAS: (377 employees)

- Four out of ten were white/Anglo females;
- Two out of ten were Hispanic females;
- More than one out of ten were Hispanic males;
- More than one out of ten were white/Anglo males;
- About one out of ten represented another group

EAST TEXAS: (916 employees)

- Five of ten were white/Anglo females;
- More than two of ten were black females;
- More than one of ten were white/Anglo males;
- About one in ten represented another group.

CENTRAL TEXAS: (138 employees)

- Four of ten were white/Anglo males;
- About three of ten were white/Anglo females;
- One in ten was a black male;
- One in ten was an Hispanic male or female;
- Fewer than one in ten represented another group.

SOUTH TEXAS: (363 employees)

- Almost four in ten were Hispanic females;
- More than two in ten were Hispanic males;
- More than one in ten were white/Anglo females;
- One in ten was a white/Anglo male;
- One in ten was a black female;
- Fewer than one in ten represented another group.

Technicians

PANHANDLE: (119 employees)

- More than five of ten were white/Anglo females;
- About four out of ten were white/Anglo males;
- About one out of ten represented another group.

NORTH TEXAS: (553 employees)

- Almost six of ten were white/Anglo males;
- Three of ten were white/Anglo females;
- One of ten was a black male or female;
- Fewer than one of ten represented any other group.

WEST TEXAS: (607 employees)

- More than five of ten were white/Anglo females;
- More than one of ten was a white/Anglo male;
- About one in ten was an Hispanic male;
- About one in ten was an Hispanic female;
- About one in ten was a black (usually a female);
- Fewer than one in ten represented another group.

EAST TEXAS: (873 employees)

- Four of ten were white/Anglo females;
- Four of ten were white/Anglo males;
- One of ten was a black female;
- One in ten represented another group.

CENTRAL TEXAS: (116 employees)

- Five of ten were white/Anglo females;
- Four of ten were white/Anglo males;
- One of ten represented another group.

SOUTH TEXAS: (583 employees)

- More than two of ten were Hispanic females;
- More than two of ten were white/Anglo females;
- About two in ten were white/Anglo males;
- About two in ten were Hispanic males;
- One in ten was a black female;
- Fewer than one in ten represented another group.

Protective Services

PANHANDLE: (242 employees)

- Seven of ten were white/Anglo males;
- Almost two out of ten were white/Anglo females;
- About one out of ten represented another group.

NORTH TEXAS: (751 employees)

- Almost eight of ten were white/Anglo males;
- One of ten was a white/Anglo female;
- One of ten represented another group.

WEST TEXAS: (401 employees)

- Six of ten were white/Anglo males;
- Two of ten were Hispanic males;
- One of ten was a white/Anglo female;
- One of ten represented another group.

EAST TEXAS: (1,468 employees)

- About eight of ten were white/Anglo males;
- Almost one of ten was a white/Anglo female;
- Almost one of ten was a black male;
- Fewer than one in ten represented another group.

CENTRAL TEXAS: (230 employees)

- Eight out of ten were white/Anglo males;
- Almost one out of ten was an Hispanic male;
- About one out of ten represented another group.

SOUTH TEXAS: (1,008 employees)

- Almost six of ten were Hispanic males;
- Three of ten were white/Anglo males;
- About one of ten represented another group.

Office and Clerical

PANHANDLE: (474 employees)

- Almost nine of ten were white/Anglo females;
- One in ten was an Hispanic or black female.

NORTH TEXAS: (1,954 employees)

- About eight of ten were white/Anglo females;
- One in ten was a white/Anglo male;
- Almost one in ten was a black female;
- Fewer than one in ten represented another group.

WEST TEXAS: (1,061 employees)

- Seven of ten were white/Anglo females;
- Two of ten were Hispanic females;
- One of ten represented another group.

EAST TEXAS: (3,024 employees)

- Seven of ten were white/Anglo females;
- One of ten was a black female;
- Almost one in ten was a white/Anglo male;
- One in ten represented another group, most often Hispanics.

CENTRAL TEXAS: (668 employees)

- Seven of ten were white/Anglo females;
- One of ten was an Hispanic female;
- One in ten was a white/Anglo male;
- About one in ten represented another group.

SOUTH TEXAS: (2,063 employees)

- Almost five out of ten were Hispanic females;
- Almost four out of ten were white/Anglo females;
- Almost one in ten was an Hispanic male;
- Fewer than one in ten represented another group.

Skilled Crafts

PANHANDLE: (235 employees)

- Eight of ten were white/Anglo males;
- Almost one in ten was an Hispanic male;
- About one in ten represented another group.

NORTH TEXAS: (309 employees)

- Nine of ten were white/Anglo males;
- One of ten represented another group.

WEST TEXAS: (303 employees)

- Seven of ten were white/Anglo males;
- Two of ten were Hispanic males;
- Fewer than one in ten represented another group.

EAST TEXAS: (1,164 employees)

- Seven of ten were white/Anglo males;
- One in ten was a black male;
- About one in ten was a white/Anglo female;
- One in ten represented another group.

CENTRAL TEXAS: (246 employees)

- Eight of ten were white/Anglo males;
- One in ten was an Hispanic male;
- One in ten represented another group.

SOUTH TEXAS: (445 employees)

- Six of ten were Hispanic males;
- Three of ten were white/Anglo males;
- Fewer than one of ten represented another group.

Service/Maintenance

PANHANDLE: (216 employees)

- Six of ten were white/Anglo males;
- One of ten was a black male;
- One of ten was an Hispanic male;
- About one of ten was a white/Anglo female;
- One of ten was either a black or Hispanic female.

NORTH TEXAS: (718 employees)

- About six of ten were white/Anglo males;
- Almost two in ten were white/Anglo females;
- One in ten was a black male;
- One in ten was a black female.

WEST TEXAS: (906 employees)

- Three of ten were Hispanic males;
- Three of ten were white/Anglo males;
- Almost two of ten were white/Anglo females;
- One of ten was an Hispanic female;
- One of ten was black female or male.

EAST TEXAS: (2,137 employees)

- About five of ten were white/Anglo males;
- Two of ten were black males;
- One of ten was a black female;
- One of ten was a white/Anglo female;
- One of ten represented another group, usually Hispanic males.

CENTRAL TEXAS: (246 employees)

- Six of ten were white/Anglo males;
- One of ten was an Hispanic male;
- One of ten was a black male;
- About one in ten was a white/Anglo female,
- One in ten represented other group.

SOUTH TEXAS: (1,176 employees)

- Six of ten were Hispanic males;
- More than one in ten was white/Anglo male;
- More than one in ten was an Hispanic female;
- One in ten represented another group.

SALARY LEVELS

With the exceptions of the West Texas Region, in which approximately 19% of those earning $16,000 or above were Hispanic males, and to a lesser extent, the South Texas Region where Hispanic males comprised 12% of those earning $16.000 and above, minorities in public employment at the county level fared quite poorly in terms of annual salaries. Even in the East Texas Region, where blacks were fairly heavily concentrated, as county employees their representation was disproportionately low.

In the East Texas Region, ten percent of those earning $16,000/yr. or more were black females. Aside from this East Texas Region minority women were virtually absent from the $16,000/yr. and above level, as were black males. White/Anglo females made up from 12% of the workers earning $16,000 and above (in the Central Region) to 29% in the East Texas Region for the region of greatest participation at this level. On the other hand, without exception, females in each region made up the majority of those employees earning below $8,000/year.

In areas having moderate to heavy concentrations of any given minority group, most of the minority workers were found in the lower paying categories (74.4% minorities as compared to 52.3% white/Anglos).

Tables 40 to 45 in Appendix D should be consulted for Regional Characteristics of county employees by salary levels.

CHAPTER VI

REFERENCES

1. Data derived from EEO-4 Statistical File for Texas, Total County Employment by Function, Computer Printout, July, 1979, pp. 24-25.

2. Ibid.

CHAPTER VII

MUNICIPAL EMPLOYMENT IN TEXAS

NUMBER AND CHARACTERISTICS OF EMPLOYEES

There were a total of 90,699 persons employed in those municipal governments included in the EEOC Survey for 1977. This survey included all of the cities in Texas which had populations of 50,000 or more, all of those with population of 25,000 - 49,999; and a sample of cities with population of 24,999 or less. A complete listing of cities can be found in Tables 1-4 in Appendix A. As indicated in Table 1.3, more than 65% of the total state population and 71.9% of the State's minorities reside in the cities of 10,000 and above.

Tables 1 and 2 in Appendix E provide the racial, ethnic, and gender characteristics of the municipal employees in Texas included in the 1977 EEOC Survey of Texas. Male workers predominated public employment at the municipal level according to the 1977 EEOC Survey. MORE THAN 80% (FOUR OUT OF EVERY FIVE) OF ALL MUNICIPAL EMPLOYEES WERE MALE. Females constituted slightly under 20% (or about one out of five). Furthermore, differences within race/ethnicity and between race/ethnicity did exist. Such differences are discussed in subsequent sections.

SAMPLE MUNICIPAL WORK FORCE BY FUNCTION

The police protection function accounted for the largest number of municipal workers. One out of every five municipal workers in the survey were employed in this function. In fact, 70% of the municipal workers were employed in five functions: police protection, utilities and transportation, fire protection, sanitation and sewage, and financial administration. Table 7.1 below reflects the differences in the distribution among the racial, ethnic and gender groups.

Table 7.1 Breakdown of the Racial, Ethnic, and Gender Composition of the Five Major Functions in Municipal Employment

	FUNCTION				
GROUP	Police Protection	Utilities and Transportation	Fire Protection	Sanitation & Sewage	Financial Administration
White/Anglo					
Male	69.6%	52.2%	81.0%	29.7%	36.6%
Female	11.4%	9.6%	1.4%	1.7%	32.5%
Black					
Male	3.3%	15.4%	3.9%	29.9%	7.1%
Female	2.2%	2.5%	0.2%	0.4%	6.4%
Hispanic					
Male	10.9%	17.9%	12.9%	37.4%	8.1%
Female	2.3%	1.8%	0.4%	0.5%	8.6%
Other					
Male	0.2%	0.4%	0.2%	0.2%	0.3%
Female	0.1%	*	*	*	0.2%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Data Source: Data derived from Table 1, Appendix E.
(*) Asterisk denotes less than 1/10 of 1%.

These data clearly reflect that there were distinctions made in the employment of the various groups in these five functions. Minority males made up the most of the work force in the Sanitation and Sewage function. In contrast white/Anglo males made up the majority of the work force in the Police Protection, Utilities and Transportation, and Fire Protection functions. Females, while forming less than half of the work force in any of these functions, made up a substantial portion of the Financial Administration (47.7%), Police Protection (16.0%), and Utilities and Transportation (13.9%) functions. It becomes apparent in the analysis of municipal employment by job category that most of the females were in office/clerical positions.

Table 2 of Appendix E provides a vertical breakdown of the sample municipal work force across all functions. It reflects that 63% of all white/Anglo males were found in three functions;

- Police Protection	26.7%)	
- Fire Protection	22.1%)	63.6%
- Utilities and Transportation	14.8%)	

Black males were found concentrated in these functions.

- Sanitation and Sewage	33.6%)	
- Utilities and Transportation	19.1%)	65.1%
- Streets and Highways	12.4%)	

Hispanic males were concentrated in the following functions.

- Sanitation and Sewage	25.6%)	
- Streets and Highways	15.5%)	77.0%
- Utilities and Transportation	13.5%)	
- Natural Resources	12.4%)	

Females in the three major racial/ethnic groups in the municipal work force were concentrated differently also. For example, white/Anglo females were concentrated in the following functions:

- Financial Administration	21.0%)	
- Police Protection	17.5%)	64.9%
- Utilities and Transportation	11.0%)	
- Other	9.8%)	

While black females were found in the following concentration:

- Financial Administration	21.0%)	61.0%
- Health	14.6%)	
- Police Protection	13.9%)	
- Utilities and Transportation	11.5%)	

Hispanic females were clustered as follows:

- Financial Administration	22.5%)	66.7%
- Hospitals & Sanitoriums	22.0%)	
- Police Protection	11.5%)	
- Health	10.7%)	

In order to get a more accurate picture of whether or not minorities and women are in decisionmaking and decision-influencing positions, it is necessary to look at the work force by job category and salary level.

Before analyzing the total work force by job category, however, a more in-depth analysis was made of the work force within the Financial Administration and Police Protection functions. Please note that the following analysis differs from previous analyses in that it looks at job categories and salary levels within the respective function.

There were 4,407 female employees in the Financial Administrative function. Of these, 3,334 were in the office/clerical job category. About 62 percent or 2,744 earned below $10,000/year. This pattern held for females across racial/ethnic lines.

Black females were also clustered heavily in the Service/Maintenance category, wherein all of them earned below $10,000/year. Hispanic females had their second greatest concentration in the paraprofessional category, wherein two-thirds of these persons earned below $10,000/year.

Over half of the black males in the Financial Administration function were in the Service/Maintenance category (56.1%) where half earned below $8,000/year. Hispanic males in Financial Administration fared better than blacks in their distribution over job categories (i.e., 19.4% were in skilled crafts; 16.0% in service/maintenance; 15.7% in professional; 14.6% in office/clerical; and 13.0% in official/administrative positions). Nevertheless, over half of all the Hispanic males in this function earned less than $10,000/year.

In the Police Protection function, 71.6% of the females were in office/clerical positions. Almost 90% of these workers earned less than $10,000/year. This general pattern held for females across race/ethnicity lines.

Black males in the Police Protection function were clustered in the protective services (75.8%) and service/maintenance (10.6%) categories. Hispanic males were clustered in protective services (76.9%), technical (7.6%), and professional (5.6%) categories. White/Anglo males were clustered in protective services (77.1%); technicians (9.5%); and professional (6.8%) categories. Males, across racial and ethnic group, generally earned at or above $10,000/year in this function.

In the official/administrative job category of the police protection function, 91% were white/Anglo males, about two-thirds of whom earned at or above $16,000/year. There were no minority females in this category in the Police Protection function. Hispanic males made up 4.8% of the employees in this category; over half of them earned at or above $16,000/year. Black males formed less than 1% of the employees in this category. White/Anglo females made up 3% of the employees in this category; only about one-fourth of them earned at or above $16,000/year.

MUNICIPAL WORK FORCE BY JOB CATEGORY

Tables 3 through 5 in Appendix E provide numerical and percentage breakdowns, for the total sample municipal work force by race, ethnicity, and gender. According to these data, the largest category of municipal employees was that of Service/Maintenance workers (26.0%). The other categories, in order of size, were:

- Protective Services (23.1%)
- Office/Clerical (13.0%)
- Skilled Crafts (11.1%)
- Professionals (8.8%)
- Technical (8.7%)
- Officials/Administrators (6.2%)
- Paraprofessionals (3.0%)

Within each category, however, variations occurred in the racial, ethnic, and gender makeup of the employees.

Officials/Administrators

Among the category of officials/administrators (which generally constituted the highest paying category), it was found that,

- Almost eight out of ten of the municipal workers in this category were white/Anglo males;
- Almost one out of ten was an Hispanic male;
- Fewer than one out of ten was either black and/or female.

Professionals

- Approximately 80% of the workers (eight out of ten) were white/Anglos (six males, two females);
- Approximately one out of every ten was Hispanic, usually male;
- Less than one out of ten was black.

Paraprofessionals

- About five out of ten were white/Anglo, with males and females almost equally represented;
- Slightly more than three out of ten were Hispanic, generally two males and one female;
- Almost two out of ten were black, with no differences in male and female representation.

Technicians

Males (82.6%) greatly outnumbered females (17.4%) in this category. In addition,

- Almost eight out of ten of the technicians were white/ Anglos (seven males and one female);
- Slightly less than two out of ten was Hispanic, almost always a male;
- Fewer than one out of ten was black.

Protective Services

This category was clearly dominated by males. Ninety-seven percent (more than nine out of ten) of the employees in this category were males.

- Almost nine out of ten workers in this category were white/Anglos (at least eight out of nine were males);
- Approximately one out of ten was a minority, usually an Hispanic male.

Office and Clerical

Females made up 85.9% of the employees in this category. There were fewer males, numerically and proportionately, in this category than in any other category of municipal workers.

- Almost seven out of every ten workers in this category were white/Anglos (six of whom were females);
- Two out of ten were Hispanic, almost always females;
- One out of ten was black, almost always a female.

Skilled Crafts

Males made up 98.2% of the workers in this category.

- Almost six out of ten workers in this category were white/Anglos males;
- Two out of ten were Hispanic males; and
- Slightly fewer than two out of ten were black males;
- Females were rarely found in this category.

Service/Maintenance

Approximately 95% of the workers in this category were males. Females made up slightly less than 5% of these workers. Among this category,

- Three out of ten were white/Anglos;
- Four out of ten were Hispanics; and
- Three out of ten were blacks.

RACIAL/ETHNIC DISTRIBUTION OF MUNICIPAL WORKERS AMONG JOB CATEGORIES

Table 5 of Appendix E provides vertical percentage breakdowns of municipal workers.

There were differences in the distribution of white/Anglos by gender among the job categories. For white/Anglo males, the largest single job category was that of protective services. Approximately 36% (more than 1/3) of all white/Anglo male municipal workers were found in this category.

Service/Maintenance accounted for 15% of the white/Anglo males followed by Skilled Crafts in which 13% of the white/Anglo males were found. In contrast only 1.5% and 2.3% of all white/Anglo males were found in the categories of paraprofessional and office/clerical respectively.

White/Anglo females were found primarily in two categories - Office/Clerical (59.4%) and Professionals (14.4%). The categories having the smallest representation of white/Anglo females municipal employees were Skilled Crafts (1.0%) and Service/Maintenance (2.9%).

The largest single category for Hispanic males in municipal service was the Service/Maintenance category with 51.7%. Protective Services accounted for 17.2% of all Hispanic males while the third largest category for this group was Skilled Crafts (13.8%). Distribution among the remaining categories varied from 6.1% in the Technical category to 2.2% in the Paraprofessional category.

Hispanic females were found largely in the Office/Clerical category (55.4%) followed by the Paraprofessional category with 14.4% of all Hispanic females. The categories having the smallest concentrations of Hispanic females were Skilled Crafts (1.0%) and Protective Services (2.0%).

Black males in municipal service were found primarily in the Service/Maintenance category (65.6%). Another 15.1% were found in the Skilled Crafts. Distribution of black males in each of the other categories except Protective Services (with 9.3% of all black males) fell below 3% with the least representation in the category of Officials and Administrators (1.4%).

Black females in municipal work were concentrated in the Office/Clerical category (52.1%) and Service/Maintenance (18.1%) category. As with females of other racial and ethnic groups, only 1% of the black females were found in the Skilled Crafts category, the least concentrated category for this group.

Table 7.3 Distribution of Texas Municipal Workforce Earning at or above $16,000/yr. and those earning below $8,000/yr for 1977

Racial, Ethnic, or Gender Category		Percent of Category Earning at or above $16,000/yr.	Percent of Category Earning Below $8,000/yr.
ALL GROUPS		10.9%	28.7%
WHITES/ ANGLOS	Males	18.7%	13.5%
	Females	3.4%	40.2%
HISPANICS	Males	3.3%	44.6%
	Females	0.8%	69.6%
BLACKS	Males	2.6%	36.4%
	Females	2.0%	54.3%

Source: Data derived from Table 8, Appendix E.

MUNICIPAL WORK FORCE BY SALARY LEVEL

Table 6 in Appendix E provides a numerical breakdown of the municipal work force included in the 1977 EEOC Employment Survey by salary level. The table gives breakdowns by race, ethnicity, and gender for municipal employees. Tables 7 and 8 in Appendix E provides horizontal and vertical percentage breakdowns, respectively.

The median salary level for municipal workers in the 1977 Survey fell between $10,000 - $12,999/year. The median level varied, however, for both race/ethnicity and gender groups.

Table 7.2 below provides the median salary levels by group.

Table 7.2

Range of Median Salaries for Municipal
Workers in EEOC Sample for 1977 (Texas)

GROUP		
All Groups	$10,000-$12,999	$8,000-$9,999
White/Anglo	$10,000-$12,999	$8,000-$9,999
Black	$ 8,000-$ 9,999	$6,000-$7,999
Hispanic	$ 8,000-$ 9,999	$6,000-$7,999
Other	$10,000-$12,999	$8,000-$9,999

Data Source: Derived from Table 8 of Appendix E.

Table 8 of Appendix E shows the concentrations of each racial, ethnic, and gender group in each salary level category.

In all cases, the median salary for females was below the median salary for males of the same racial and ethnic group. Also, the median salary level for black and Hispanic males was lower than for white/Anglo males.

According to Table 8, females in the municipal work force were clustered in the lower paying jobs. Almost half of all females in the municipal work force in 1977 earned less than $8,000/year. Only 2.6% earned $16,000/year or above.

Males on the other hand, tended to be employed at higher salary levels. Only 24% of the males earned below $8,000/year and 12.8% earned $16,000 or more a year during the report year.

In addition to variance between males and females, there was further disparity when racial and ethnic factors were introduced. Table 7.3 identifies the percentage of each racial, ethnic, and gender group earning below $8,000/year and the percentage of the same group earning above $16,000/year in 1977. This table clearly shows the virtual absence of women and minorities at the uppermost salary levels of municipal employment and their disproportionate concentrations at the lowermost salary levels.

MUNICIPAL EMPLOYMENT BY REGIONAL SAMPLE

FUNCTIONS

Numerical breakdown by race, ethnicity, and gender of the regional sample work forces are provided in Appendix E in Tables 9 through 24. Based on these data, it was found that five functions accounted for a major portion of the total municipal work force. These were police protection, utilities & transportation, fire protection, sanitation & sewage, and financial administration. Within each of the six regions, these same functions accounted for most of the respective regional employment. Looking at each of these five functions by region, one finds the following results.

Police Protection: (the largest function in 5 of the 6 regions) (See Table 13, Appendix E)

PANHANDLE: Of the 673 employees in this category, approximately

- Almost eight of ten were white/Anglo males;
- Almost two out of ten were white/Anglo females;
- Less than one out of ten was a minority person.

NORTH TEXAS: Of the 5,539 employees, approximately

- Eight out of ten were white/Anglo males;
- More than one out of ten were white/Anglo females;
- Less than one out of ten was a minority or female.

WEST TEXAS: Among the 1,583 employees, about

- About six out of ten were white/Anglo males;
- More than two out of ten were Hispanic males;
- Almost one out of ten was a white/Anglo female;
- Less than one out of ten was a member of any other group.

EAST TEXAS: Among 5,510 employees, approximately

- Almost eight out of ten were white/Anglo males;
- One out of ten was a white/Anglo female;
- Almost one out of ten was a black or Hispanic male.

CENTRAL TEXAS: Of these 1,495 employees,

- Almost seven out of ten were white/Anglo males;
- Slightly more than one out of ten was a white/Anglo female;
- One out of ten was an Hispanic, usually male;
- Somewhat fewer than one out of ten was a black male or female.

SOUTH TEXAS: Of the 2,555 employees,

- About five out of ten were white/Anglo males;
- About four out of ten were Hispanic males;
- About one out of ten was from another group.

Utilities and Transportation (See Table 21, Appendix E)

PANHANDLE: Of the 566 employees,

- Approximately seven out of ten were white/Anglo males;
- One out of ten was white/Anglo female;
- One out of ten was an Hispanic male;
- Fewer than one out of ten was from another group.

NORTH TEXAS: Among the 4,689 employees,

- Just over six out of ten were white/Anglo males;
- Slightly more than one out of ten was a black male;
- Almost one out of ten was a white/Anglo female;
- Almost one out of ten was from another group, most often an Hispanic male.

WEST TEXAS: Among 1,199 employees,

- Four out of ten were Hispanic males;
- Almost four out of ten were white/Anglo males;
- More than one out of ten was a female, most often white/Anglo.

EAST TEXAS: Among these 3,302 workers,

- Slightly fewer than five out of ten were white/Anglo males;
- Almost three out of ten were black males;
- More than one out of ten was a white/Anglo female;
- Slightly more than one out of ten was from another group.

CENTRAL TEXAS: Of these 1,543 employees,

- Six out of ten were white/Anglo males;
- More than one out of ten was a black male;
- One out of ten was an Hispanic male;
- One out of ten was from another group, usually white/Anglo female.

SOUTH TEXAS: Of these 1,571 employees,

- Almost seven out of ten were Hispanic males;
- Two out of ten were white/Anglo males;
- Just over one out of ten represented another group; often Hispanic females.

Fire Protection: (See Table 14, Appendix E)

PANHANDLE: (517 total employees)

- Virtually each of every ten employees was a white/Anglo male (i.e., 98% were males).

NORTH TEXAS: (3,765 total employees)

- Nine out of ten were white/Anglo males;
- Approximately one of ten represented another group, most often black males.

WEST TEXAS: (1,577 employees)

- Seven out of ten were white/Anglo males;
- Almost three out of ten were Hispanic males.

EAST TEXAS: (3,545 employees)

- Nearly nine out of ten were white/Anglo males;
- One out of ten was a black or Hispanic male.

CENTRAL TEXAS: (1,050 employees)

- Nine of ten were white/Anglo males;
- One out of ten represented another group.

SOUTH TEXAS: (1,895 employees)

- About five of ten were Hispanic males;
- More than four out of ten were white/Anglo males;
- Fewer than one out of ten represented another group.

Sanitation and Sewage: (See Table 22, Appendix E)

PANHANDLE: (344 employees)

- Four out of ten were white/Anglo males;
- Four out of ten were Hispanic males;
- One out of ten was a black male;
- Fewer than one out of ten represented any other group.

NORTH TEXAS: (3,471 employees)

- Almost six of ten were white/Anglo males;
- More than two of ten were black males;
- More than one of ten were Hispanic males;
- Fewer than one of ten represented another group, most often this was a white/Anglo female.

WEST TEXAS: (1,286 employees)

- Almost eight of ten employees were Hispanic males;
- Almost two of ten were white/Anglo males;
- Fewer than one of ten represented any other group.

EAST TEXAS: (3,314 employees)

- Six of ten were black males;
- Two of ten were white/Anglo males;
- One of ten was an Hispanic male;
- Fewer than one of ten represented a female group.

CENTRAL TEXAS: (715 employees)

- Four out of ten were black males;
- Almost four of ten were white/Anglo males;
- Almost two of ten were Hispanic males.

SOUTH TEXAS: (2,522 employees)

- About nine out of ten were Hispanic males;
- One out of ten was a black or white/Anglo male.

Financial Administration: (See Table 10, Appendix E)

PANHANDLE: (330 employees)

- Almost five out of ten were white/Anglo females;
- Four out of ten were white/Anglo males;
- Only one out of ten represented any other group.

NORTH TEXAS: (3,344 employees)

- Four out of ten were white/Anglo males;
- Three out of ten were white/Anglo females;
- One out of ten was a black male;
- Slightly fewer than one out of ten was a black female;
- Fewer than one out of ten represented any other group.

WEST TEXAS: (867 employees)

- Three out of ten were white/Anglo females;
- More than two of ten were white/Anglo males;
- Two of ten were Hispanic females;
- Almost two of ten were Hispanic males;
- Fewer than one of ten represented any other group.

EAST TEXAS: (2,430 employees)

- Four of ten were white/Anglo males;
- Almost four of ten were white/Anglo females;
- One of ten was a black female;
- Fewer than one of ten represented another group.

CENTRAL TEXAS: (868 employees)

- Four of ten were white/Anglo females;
- Almost four of ten were white/Anglo females;
- One of ten was an Hispanic, usually female;
- Almost one of ten was a black male or female.

SOUTH TEXAS: (1,378 employees)

- Almost three out of ten were Hispanic males;
- Almost three out of ten were Hispanic females;
- Two of ten were white/Anglo males;
- More than one of ten were white/Anglo females;
- Fewer than one of ten represented another group, usually black.

MUNICIPAL EMPLOYMENT BY JOB CATEGORIES AND REGION (TABLES 25-36, APPENDIX E)

Officials and Administrators

PANHANDLE: (See Table 25, Appendix E) Of the 238 municipal workers in this job category,

- More than nine out of ten were white/Anglo (eight males and one female);
- Less than one out of ten was a minority, male or female.

NORTH TEXAS: There are 2,255 employees in this category. Of these,

- Almost all (ten out of ten) were white/Anglos (95.5%); nine were males and one was female;
- Seldom was there a minority person in this category.

WEST TEXAS: Of the 421 employees in this category,

- Approximately nine out of ten were white/Anglos; (eight were males and one was female);
- About one out of ten was an Hispanic male;
- Rarely were minority females and males other than Hispanic found in this category.

EAST TEXAS: This category consisted of 1,488 employees of whom,

- Almost nine out of ten were white/Anglo; eight were males and one was female;
- Approximately one out of ten was a minority person with black males being found more frequently than any other group.

CENTRAL TEXAS: Among the 564 employees in the category,

- Approximately nine out of ten were white/Anglo; eight were males and one was female;
- Approximately one out of ten was a minority (Hispanic males were the most frequently occurring minority group.)

SOUTH TEXAS: There were 670 employees reported for this category. Of these,

- Approximately five out of ten were white/Anglos; four were males and one was female;
- Another four out of ten were Hispanic; three were males and one was female;
- Fewer than one out of ten were from any other group.

Professionals

PANHANDLE: Of the 316 persons in this category,

- More than nine out of every ten (97.2%) were white/Anglo (at least eight males and one female);
- There were no minority females or black males;
- Few Hispanic males were found in this category.

NORTH TEXAS: There were 1,959 employees in this category. Of whom,

- Nine out of ten were white/Anglos (seven males, two females);
- Approximately one out of ten was a minority person (with males appearing somewhat more frequently than females).

WEST TEXAS: There were 738 employees in this category. Among these employees,

- Almost eight out of ten were white/Anglo (six males, two females);
- Slightly less than two out of ten were Hispanic (at least one of whom was male);
- Less than one out of ten was from any other group.

EAST TEXAS: Of the 2,044 employees found in the category.

- More than eight out of ten were white/Anglo (at least six were males and one was female);
- One out of ten was black (with females appearing slightly more frequently than males);
- Fewer than one out of ten was from another group.

CENTRAL TEXAS: Of the 1,315 employees,

- Almost nine out of ten were white/Anglo (eight were males, one was female);
- One out of ten was a minority (with approximately equal representation among blacks and Hispanics and among males and females).

SOUTH TEXAS: Among the 1,644 employees in this category,

- Almost six out of ten were white/Anglo (four males, two females);
- Almost four out of ten were Hispanic (three males, one female).

Technicians

PANHANDLE: Among the 380 technicians,

- More than nine out of ten were white/Anglo (eight males, one female);
- Approximately one out of ten were minority with Hispanic males appearing most frequently and females rarely appearing.

NORTH TEXAS: Among these 2,072 workers,

- Nine out of ten were white/Anglo (eight males, one female);
- One out of ten was minority; blacks appeared most frequently; Hispanic and other minority females rarely appeared.

WEST TEXAS: There were 1,007 employees in this category. Among them,

- Six out of ten were white/Anglo (at least five were males);
- Almost four out of ten were Hispanic (at least three were males);
- Less than one out of ten was from another group.

EAST TEXAS: Of the 1,992 employees,

- At least eight out of ten were white/Anglo (seven males, one female);
- One out of ten was black (usually male).
- Fewer than one out of ten was from another group.

CENTRAL TEXAS: There were 1,340 employees in this category. Of whom,

- More than eight out of ten were white/Anglo (seven males, one female).

- One out of ten was black (males and females appearing with about equal frequency);
- One out of ten was Hispanic (usually male).

SOUTH TEXAS: Of the 1,127 employees in this category,

- Almost four out of ten were white/Anglo (three males, one female);
- Approximately six out of ten were Hispanic (four males, two females);
- Fewer than one out of ten were from another group.

Paraprofessionals

PANHANDLE: Of the 70 paraprofessionals in the region,

- At least seven out of ten were white/Anglo (four females, three males);
- Almost two out of ten were Hispanic (usually females);
- Approximately one out of ten was from another group.

NORTH TEXAS: Among these 831 employees,

- Almost eight out of ten were white/Anglo (at least four males, three females);
- Approximately two out of ten were black (equally male and female);
- Less than one out of ten was from another group.

WEST TEXAS: There were 351 employees in the category. Of these,

- Almost six out of ten were white/Anglo (three males, three females);

WEST TEXAS: Cont

- Almost four out of ten were Hispanic (two males, two females).
- Fewer than one out of ten was from another group.

EAST TEXAS: Among the 241 employees in this category,

- Almost seven out of ten were white/Anglo (four females, three males);
- Almost three out of ten were black (two males, one female);
- Less than one out of ten was from another group.

CENTRAL TEXAS: Among these 304 employees,

- More than four out of ten were white/Anglo (with slightly fewer females than males);
- More than three out of ten were black (two females, one male);
- Two out of ten were Hispanic (with females appearing slightly more frequently than males).

SOUTH TEXAS: Among the 895 employees in this category,

- Two out of ten were white/Anglo (at least one was female);
- Almost seven out of ten were Hispanic (four females, three males);
- Approximately one out of ten was black (females appeared with slightly greater frequency).

Protective Services

PANHANDLE: There were 680 employees in this category. Among these,

- Nine out of ten were white/Anglo males;

PANHANDLE: Cont

- Fewer than one out of ten was from any other racial/ethnic or gender group although white/Anglo females and Hispanic males appeared more frequently than any other group.

NORTH TEXAS: Among the 6,658 employees in the category,

- Nine out of ten were white/Anglo males;
- Slightly less than one out of ten was a minority male with blacks appearing most frequently;
- Less than one out of ten was female, seldom was this a minority female.

WEST TEXAS: Among these 2,112 employees,

- Six out of ten were white/Anglo males;
- More than three out of ten were Hispanic males;
- Less than one out of ten was from any other group.

EAST TEXAS: Among the 6,597 employees,

- Almost nine out of ten were white/Anglo males;
- Approximately one out of ten was either black or Hispanic male;
- Fewer than one out of ten was a female.

CENTRAL TEXAS: There were 1,541 employees in the category. Of these,

- More than eight out of ten were white/Anglo males;
- Slightly more than one out of ten was Hispanic or black male (with Hispanics appearing more frequently);
- Less than one out of ten was from any other group.

SOUTH TEXAS: Of the 3,325 employees in this category,

- Approximately five out of ten were white/Anglo males;
- Approximately five out of ten were Hispanic males;
- While less than one out of ten were from any other group, black males appeared slightly more frequently than the other groups.

Office and Clerical

PANHANDLE: Among the 459 municipal office and clerical personnel in the region,

- Slightly more than eight out of ten were white/Anglo females;
- Slightly more than one out of ten was minority female, either Hispanic or black;
- Less than one out of ten was male (usually white/Anglo).

NORTH TEXAS: Of the 3,934 employees in this category,

- About seven out of ten were white/Anglo (at least six were females and at least one was male);
- Almost two out of ten were black, at least one of whom was female;
- Less than one out of ten was from any other group, and Hispanic females accounted for most of these.

WEST TEXAS: There were 1,106 employees in the category. Among them,

- More than five out of ten were white/Anglo (at least four of whom were females);
- More than four out of ten were white/Anglo (at least three females, usually one male);
- Less than one out of ten was from another group; occasionally there was a black female appearing.

EAST TEXAS: Among these 3,051 employees,

- Approximately seven out of ten were white/Anglos (six females, one male);
- Two out of ten were black, almost always females;
- Almost one out of ten was Hispanic, almost always female.

CENTRAL TEXAS: Among 1,508 workers,

- Almost seven out of ten were white/Anglos (six females, one male);
- Approximately three out of ten were minorities, usually female (at least one Hispanic and one black).

SOUTH TEXAS: Among 1,775 employees,

- More than six out of ten were Hispanic (five females, one male);
- More than three out of ten were white/Anglos (almost always female);
- Less than one out of ten were from another group, most often black females.

Skilled Crafts

PANHANDLE: Of the 548 employees in this category,

- Almost seven out of ten were white/Anglo males;
- Two out of ten were Hispanic males;
- One out of ten was a black male;
- Rarely ever was there a female.

NORTH TEXAS: Of 3,452 employees,

- Eight out of ten were white/Anglo males;
- More than one out of ten were black males;
- Slightly less than one out of ten was Hispanic male;
- Rarely was there a female.

WEST TEXAS: Among the 986 employees,

- More than five out of ten were Hispanic males;
- Four out of ten were white/Anglo males;
- Less than one out of ten was from any other group, usually black males;
- There were virtually no females (0.4%) in this category.

EAST TEXAS: Among these 2,698 employees,

- Almost six out of ten were white/Anglo males;
- More than three out of ten were black males;
- One out of ten was an Hispanic male;
- There were virtually no females in this category (i.e., 1.6%).

CENTRAL TEXAS: Of 998 employees (of whom 99.1% were males),

- Approximately seven out of ten were white/Anglo males;
- Almost three out of ten were minority males; of whom at least one was black and one was Hispanic;
- There were virtually no females in this category (i.e., 0.9%).

SOUTH TEXAS: Of 1,400 workers, among whom 96.5% were males.

- More than seven out of ten were Hispanic males;
- Two out of ten were white/Anglo males; and
- Less than one out of ten was from another group, usually black male and occasionally an Hispanic female.

Service/Maintenance

PANHANDLE: Of the 726 employees,

- More than five out of ten were white/Anglo males;

PANHANDLE:

- Three out of ten were Hispanic males;
- More than one out of ten were black males;
- Fewer than one out of ten was from any other group.

NORTH TEXAS: Of the 6,770 employees (95.2% were males),

- More than five out of ten were white/Anglo males;
- More than three out of ten were black males;
- More than one out of ten were Hispanic males;
- Fewer than one out of ten was from any other group.

WEST TEXAS: Of 2,781 employees (of whom, 97.3% were males),

- Almost eight out of ten were Hispanic males;
- Almost two out of ten were white/Anglo males;
- Fewer than one out of ten was from any other group, with black males being the most frequently appearing of these groups.

EAST TEXAS: Approximately 94.8% of these 6,034 employees were males. In addition,

- Almost six out of ten were black males;
- More than two out of ten were white/Anglo males;
- Almost two out of ten were Hispanic males; and
- Fewer than one out of ten was a female of any group.

CENTRAL TEXAS: Almost 92% of the 2,356 employees were males. Also,

- Almost four out of ten were black males;
- More than three out of ten were white/Anglo males;
- More than two out of ten were Hispanic males;
- Almost one out of ten was a female, usually black.

SOUTH TEXAS: Approximately 96% of these 4,942 employees were males. In addition,

- Almost nine out of ten were Hispanic males;
- Almost one out of ten was either black male or white/Anglo male;
- Fewer than one out of ten was from another group, however, Hispanic females appeared most often.

MUNICIPAL EMPLOYMENT BY SALARY LEVEL AND REGION

Tables 37 through 54 of Appendix E provide numerical and percentage breakdowns of the municipal work force by race, ethnicity, gender, salary level and region. Highlights from these tables are summarized in Tables 7.5 and 7.6 which show what percentage of the respective racial/ethnic and gender group were clustered at the lower end of the salary scale (Table 7.5) and at the higher end of the salary scale (Table 7.6).

It is noted that the greatest disparity in distribution occurred in the Panhandle Region where about nine out of ten black females and Hispanic females earned less than $8,000/year. None of the black or Hispanic females in municipal employment in this region earned $16,000/year or more. In all regions, the number of blacks and Hispanics who earned less than $8,000/year was disproportionately higher than for white/Anglo males. There were proportionately fewer white/Anglo females than minorities in the lower salary category. However, there were still proportionately more white/Anglo females than white/Anglo males who earned less than $8,000/year.

Both females and minorities were virtually, and sometimes

Table 7.5 Comparison of Racial, Ethnic, and Gender Characteristcs of Employees Earning Below $8,000 by Region

	REGION					
	Panhandle	North	West	East	Central	South
White/Anglo						
Male	14.4%	15.4%	17.8%	8.9%	15.2%	43.7%
Female	58.9%	38.0%	55.3%	37.2%	31.9%	47.7%
Black						
Male	58.6%	50.5%	54.1%	23.6%	44.3%	43.9%
Female	87.5%	45.9%	72.3%	58.1%	51.4%	72.5%
Hispanic						
Male	41.3%	39.6%	44.2%	16.5%	38.0%	52.6%
Female	92.0%	52.4%	64.8%	49.0%	45.6%	80.0%
Other						
Male	33.3%	16.2%	16.1%	10.8%	22.6%	20.0%
Female	20.0%	32.4%	21.4%	17.2%	25.0%	44.4%

Data derived from Appendix E, Tables 43-48.

Table 7.6 Comparison of Racial, Ethnic, and Gender Characteristics of Employees Earning $16,000 Or Above by Region

	REGION					
	Panhandle	North	West	East	Central	South
White/Anglo						
Male	10.3%	14.9%	8.5%	31.2%	13.1%	16.8%
Female	0.9%	3.5%	1.6%	3.9%	3.9%	3.3%
Black						
Male	None	1.1%	0.8%	4.0%	1.5%	1.4%
Female	None	2.3%	None	1.9%	1.8%	2.7%
Hispanic						
Male	1.3%	2.9%	2.5%	7.6%	1.7%	3.1%
Female	None	None	None	2.4%	1.0%	0.8%
Other						
Male	None	10.5%	19.4%	16.9%	6.4%	26.7%
Female	None	None	None	17.2%	12.5%	None

Data derived from Appendix E, Tables 43-48.

totally absent from the $16,000/year and above salary levels. These data serve to refute many of the myths about the levels of responsibility, authority, and prestige of jobs held by women and minorities in municipal government during 1977.

MUNICIPAL EMPLOYMENT BY SIZE OF CITY (See Tables 55-110)

The municipal salary level for the municipal work force (including cities of all sizes) was between $10,000 and $12,900. This level varied, however, for the different size categories of cities. For a given size either regional differences or differences among racial, ethnic, and gender groups occurred in salary level and/or job categories. In some cases multiple differences were found. The major differences found are summarized for the administrative/official and professional job categories by size of city.

CITIES OF 50,000 OR MORE

Table 56 of Appendix E provides a summary breakdown of the municipal work force in cities of 50,000 or more by race, ethnicity, gender and region. Tables 57 through 62 of Appendix E provide regional breakdown for the municipal work force in cities of 50,000 by race, ethnicity, gender, and job category. Tables 63-68 provide the vertical percentage distribution of these employees.

JOB CATEGORIES

Only the administrative/official and professional categories are analyzed here since these two job categories are thought to represent positions of influence and decisionmaking.

Tables 7.7 and 7.8 below provide information (i.e., horizontal distribution) as to the composition of the official/administrative and professional categories by race, ethnicity, gender and region.

Without exception, white/Anglo males made up the majority of employees in the Official/Administrative category in the largest Texas cities in 1977. In fact, only in South Texas and West Texas (where Hispanic males made up about 38% and 16%, respectively) did any one group other than white/Anglo males exceed 15% of the work force in the job category (See Table 7.7).

A very similar pattern was found for the professional job category across regions for the largest Texas cities. Again, Hispanic males in South and West Texas made up a substantial part of the work force in this job category (26% and 17%, respectively). In this category, however, white/Anglo females also made up a substantial part of the job category work force (See Table 7.8).

In the cities of 50,000 or more, females were clustered mainly in Office/Clerical job categories. Except for Central Texas, where only 49% of all females in the regional municipal work force were in office/clerical positions, females made up from one-half to two-thirds of the office/clerical category. This general pattern was true for females of each racial/ethnic group although the proportions did vary somewhat from group to group (See Tables 63-68 of Appendix E).

Black males in every region were clustered most heavily in the service/maintenance job category. At least 45% of the black male work force of the largest cities were in this job category. In some cases about two-thirds (over 65%) of the black males were in this category.

Table 7.7 Horizontal Distribution of Municipal Workforce in Cities of 50,000 or more in Official/Administrative Job Categories By Race, Ethnicity, Gender and Region

GROUP	REGION					
	Panhandle	North Texas	West Texas	East Texas	Central Texas	South Texas
White/Anglo						
Male	82.4%	86.5%	76.1%	73.6%	81.3%	57.8%
Female	10.2%	7.1%	6.6%	11.2%	7.7%	2.6%
Black						
Male	1.7%	2.9%	1.0%	5.8%	4.0%	1.3%
Female	0.6%	1.3%	None	3.5%	1.5%	None
Hispanic						
Male	2.8%	1.5%	15.6%	3.7%	5.2%	37.7%
Female	1.7%	0.2%	None	1.2%	0.2%	6.6%

Data derived from Tables 57 through 62, Appendix E.

Percentage totals may not equal 100 since Native Americans and Asian Americans groups are not included and since error in rounding may exist.

Table 7.8 Horizontal Distribution of Municipal Workforce in Cities of 50,000 or more in the Professional Job Category by Race, Ethnicity, Gender, and Region

GROUP	REGION					
	Panhandle	North Texas	West Texas	East Texas	Central Texas	South Texas
White/Anglo						
Male	84.2%	68.5%	61.9%	63.0%	52.9%	46.1%
Female	14.4%	22.2%	15.3%	19.0%	34.6%	15.6%
Black						
Male	None	2.6%	1.0%	4.1%	2.9%	2.5%
Female	None	3.2%	0.5%	6.9%	2.8%	2.4%
Hispanic						
Male	0.7%	2.4%	16.9%	3.6%	2.6%	26.0%
Female	None	0.5%	3.3%	1.6%	3.6%	7.2%

Data derived from Tables 57 through 62 of Appendix E.

Percentage totals may not equal 100 since Native American and Asian American groups are not included and since error in rounding may exist.

Hispanic males, like black males, were found clustered most heavily in service/maintenance jobs. Approximately half of all Hispanic males in the municipal work forces in each region were found in this category.

White/Anglo males were clustered most heavily in the protective services job category. In no region did the concentration in this category exceed 50% of the white/Anglo male work force. This simply means that there was greater diversity in the clustering of white/Anglo males in the larger municipalities than in the clustering of any other groups. The white/Anglo males were found in greater concentrations in the more prestigious categories than either their minority or female counterparts.

MEDIAN SALARY LEVELS

Tables 69 through 74 of Appendix E provide the numerical breakdowns by race, ethnicity, and gender for each salary level category by region for municipal employees in cities of 50,000 and above.

The median salary level among cities of 50,000 or more was between $10,000 and $12,999. In West Texas and South Texas regions, however, the median salary level fell between $8,000-$9,999.

The median salary level for males was between $10,000 and $12,999. In West Texas and South Texas, the level was between $8,000 and $9,999 while in East Texas it was between $13,000 and $15,999. For females, on the other hand, the overall median fell between $8,000 and $9,999. In the Panhandle, West Texas, and South Texas, the median salary for females was between $6,000 and $7,999.

It is interesting to note that for the Texas municipal work force in Texas' major cities, differences within each racial and ethnic group also occurred by gender. For example,

- White/Anglos: The median for white/Anglo males was between $10,000 - $12,999/year; for white/Anglo females it was between $8,000-$9,999/year. In the Panhandle, however, the median for white/Anglo females was only between $6,000-$7,999/year. On the other hand, white/Anglo males in East Texas and in South Texas regions had median salaries which fell between $13,000 and $15,999/yr.

- Hispanics: For Hispanic males in the municipal work force in major Texas cities, the median salary level was between $8,000 - $9,999/year. For females, however, it was only between $6,000 to $7,999/year. In East Texas and Central Texas, the median salary for females was $8,000-$9,999. Hispanic males in the East Texas Region had a median salary between $10,000-$12,999/year.

- Blacks: Black males in the major city work force had a median salary level between $8,000-$9,999/year. In the Panhandle Region, this median level was only $6,000-$7,999/year. Black females in the major cities in Texas had a median salary level of $6,000-$7,999/year. In the Panhandle, this level fell below $6,000/year. In North and Central Texas regions, however, the median salary level for black females was between $8,000-$9,999/year.

In addition to differences in racial and ethnic groups for median salaries, even wider discrepancies appear in the clustering of groups in the high and lower salary levels of municipal employment in Texas. These clustering differences are more apparent in Tables 7.9 through 7.14 which show differences between groups (in percentages) for each of the

TABLE 7.9

Percentage of Major Racial And Ethnic Groups by Gender of Municipal Sample Employees Earning Less Than $8,000/yr. and Those Earning More Than $16,000/yr. in Cities of 50,000 or More

Texas, 1977

Panhandle

RACIAL, ETHNIC, OR GENDER CATEGORY		PERCENT OF CATEGORY $8,000	PERCENT OF CATEGORY $16,000
ALL GROUPS		27.0%	7.2%
WHITES/ ANGLOS	Males	11.6%	11.2%
	Females	56.1%	0.8%
BLACKS	Males	56.6%	0.0%
	Females	86.8%	0.0%
HISPANIC	Males	39.4%	0.0%
	Females	91.1%	0.0%

DATA SOURCE: Derived from Table 103, Appendix E.

TABLE 7.10

Percentage of Major Racial And Ethnic Groups by Gender of Municipal Sample Employees Earning Less Than $8,000/yr. and Those Earning More Than $16,000/yr. in Cities of 50,000 or More

Texas, 1977

North Texas

RACIAL, ETHNIC, OR GENDER CATEGORY		PERCENT OF CATEGORY $8,000	PERCENT OF CATEGORY $16,000
ALL GROUPS		21.2%	12.5%
WHITES/ ANGLOS	Males	11.2%	18.1%
	Females	28.3%	4.6%
BLACKS	Males	46.2%	1.3%
	Females	43.6%	2.4%
HISPANIC	Males	34.7%	3.7%
	Females	51.0%	0.0%

DATA SOURCE: Derived from Table 104 , Appendix E.

TABLE 7.11

Percentage of Major Racial And Ethnic Groups by Gender of Municipal Sample Employees Earning Less Than $8,000/yr. and Those Earning More Than $16,000/yr. in Cities of 50,000 or More
Texas, 1977

West Texas

RACIAL, ETHNIC, OR GENDER CATEGORY		PERCENT OF CATEGORY $8,000	PERCENT OF CATEGORY $16,000
ALL GROUPS		33.1%	5.0%
WHITES/ ANGLOS	Males	13.5%	9.6%
	Females	48.7%	2.1%
BLACKS	Males	49.0%	0.0%
	Females	64.9%	0.0%
HISPANIC	Males	41.4%	0.0%
	Females	61.3%	0.0%

DATA SOURCE: Derived from Table 105, Appendix E.

TABLE 7.12

Percentage of Major Racial And Ethnic Groups by Gender of Municipal Sample Employees Earning Less Than $8,000/yr. and Those Earning More Than $16,000/yr. in Cities of 50,000 or More

Texas, 1977

East Texas

RACIAL, ETHNIC, OR GENDER CATEGORY		PERCENT OF CATEGORY $8,000	PERCENT OF CATEGORY $16,000
ALL GROUPS		12.3%	24.0%
WHITES/ ANGLOS	Males	3.7%	41.9%
	Females	26.7%	5.1%
BLACKS	Males	11.8%	5.3%
	Females	54.6%	2.0%
HISPANIC	Males	10.8%	9.4%
	Females	46.6%	2.6%

DATA SOURCE: Derived from Table 106, Appendix E.

TABLE 7.13

Percentage of Major Racial And Ethnic Groups by Gender of Municipal Sample Employees Earning Less Than $8,000/yr. and Those Earning More Than $16,000/yr. in Cities of 50,000 or More
Texas, 1977

Central Texas

RACIAL, ETHNIC, OR GENDER CATEGORY		PERCENT OF CATEGORY $8,000	PERCENT OF CATEGORY $16,000
ALL GROUPS		22.3%	9.0%
WHITES/ ANGLOS	Males	10.8%	15.6%
	Females	23.8%	4.7%
BLACKS	Males	40.5%	1.6%
	Females	49.7%	1.9%
HISPANIC	Males	26.1%	2.0%
	Females	42.8%	1.1%

DATA SOURCE: Derived from Table 107, Appendix E.

TABLE 7.14

Percentage of Major Racial And Ethnic Groups by Gender of Municipal Sample Employees Earning Less Than $8,000/yr. and Those Earning More Than $16,000/yr. in Cities of 50,000 or More

Texas, 1977

South Texas

RACIAL, ETHNIC, OR GENDER CATEGORY		PERCENT OF CATEGORY $8,000	PERCENT OF CATEGORY $16,000
ALL GROUPS		36.6%	7.9%
WHITES/ ANGLOS	Males	6.8%	20.3%
	Females	31.4%	5.5%
BLACKS	Males	40.7%	1.4%
	Females	66.0%	3.5%
HISPANIC	Males	43.6%	4.1%
	Females	72.3%	1.6%

DATA SOURCE: Derived from Table 108, Appendix E regions Minorities and females are found disproportionately concentrated in the lower salary categories.

MUNICIPAL EMPLOYMENT IN CITIES OF 25,000-49,999

JOB CATEGORIES

Numerical and percentage distributions of employees for each job category for municipal employees in cities of 25,000-49,999 can be found in Tables 75 through 85 of Appendix E.

In order to view the official/administrative and professional positions in cities of this size by region, Tables 7.15 and 7.16, respectively, are provided.

Table 7.15 Horizontal Distribution of the Municipal Workforce in Cities of 25,000 to 49,999 in the Positions of Officials/Administrators by Race, Ethnicity, Gender, and Region

	Panhandle	North Texas	West Texas	East Texas	Central Texas	South Texas
White/Anglo	No cities of this size in region.					
Male		93.7%	89.5%	87.8%	88.7%	50.0%
Female		5.7%	None	10.7%	9.4%	18.2%
Black						
Male		None	5.3%	1.5%	1.9%	0.6%
Female		None	None	None	None	1.1%
Hispanic						
Male		None	5.3%	None	None	18.8%
Female		None	None	None	None	11.4%

Data derived from Tables 75 through 85 of Appendix E. Percentages may not total 100% since Native Americans and Asian Americans are not included in the analysis and since rounding error may exist.

Table 7.16 Horizontal Distribution of Municipal Workforce in Cities of 25,000 - 49.999 in Professional Positions by Race, Ethnicity, Gender, and Region

	Panhandle	North Texas	West Texas	East Texas	Central Texas	South Texas
White/Anglo	No cities of this size in region.					
Male		88.9%	86.7%	78.5%	98.5%	28.9%
Female		10.0%	6.7%	13.3%	None	20.7%
Black						
Male		0.6%	None	3.8%	None	1.0%
Female		None	None	1.3%	None	1.0%
Hispanic						
Male		None	6.7%	1.3%	1.5%	26.9%
Female		None	None	0.6%	None	20.1%

Data derived from Tables 75-85 of Appendix E. Percentages may not total 100% since Native Americans and Asian Americans are not included in this analysis and since rounding error may exist.

It is noted that in the South Texas Region, which is predominantly Hispanic in population, there was more equitable distribution across groups in the professional category. Also specific to this region, was the fact that in the category of officials and administrators all groups were represented, even though their respective groups may have constituted a very small proportion of the population. In all other regions, women and minorities were virtually, and in many cases totally absent from administrative and professional jobs.

MEDIAN SALARY LEVELS (See Tables 86-90 of Appendix E)

The overall median salary level for the municipal work force in Texas cities of populations between 25,000-49,999 was between $8,000-$9,900/year. Central Texas and South

Texas regions provided exceptions to this level. For Central Texas, the median was at $8,000/year while in the South Texas region the level was between $6,000 - $7,999/year.

In each region, the median salary level for females in the municipal work force for this city size, was between $6,000-$7,999/year. Males in the North Texas area, however, had a median salary level of $10,000-$12,999/year.

Gender differences between groups were not computed because the small sample size for some groups was less than ten. For the racial and ethnic groups, however, the median salaries were as follows:

- White/Anglos: The median salary level for the group was between $10,000-$12,999/year. In the West Texas Region and South Texas Region, however, the level was only between $8,000 and $9,999/year.
- Hispanics: The median salary for this group was between $6,000-$7,999/year. In the North Texas and East Texas regions, however, it was between $8,000-$9,999/year.
- Blacks: The median salary level was between $6,000-$7,999/year. There was NO regional variation for this group.

With the exception of Hispanic males, generally in the South Texas Region, there were virtually no minority group members, or females found in the upper salary levels in the work force of cities of this size.

MUNICIPAL EMPLOYMENT IN CITIES OF 10,000 TO 24,999

JOB CATEGORIES

Tables 91 through 103 in Appendix E provide the numerical and percentage distributions of job category data by region.

As in the other categories of large Texas cities, the categories of Service/Maintenance, Protective Service, Office/Clerical and Skilled Crafts were those categories in which the largest number of municipal employees were found. Within these categories, the patterns of distribution of the various racial, ethnic, and gender groups were similar to that in the big cities (i.e., minorities and females were clustered in the less prestigious, lower responsibility jobs). In four of the six regions, for example, more than 50% of each individual female group was clustered in the Office/Clerical category.

One noticeable difference in cities of 10,000 to 24,999 was the fact that often a greater proportion of females were found in the more prestigious positions of officials and administrators.

SALARY LEVELS

No regional analyses on gender within race and ethnicity analyses were provided for this section because of the small sample size.

The median salary level for municipal workers in cities of this size was between $8,000 - $9,999/year. For females and minority group members, the level was $6,000 - $7,999/year. On the other hand, white/Anglo males had a median salary level between $8,000 - $9,999/year.

Tables 104-109 provide the breakdown of employment by salary level for cities of this size. This table reflects the nearly total absence of minority group members and females from the upper salary levels of municipal governments of this size.

SUMMARY

In every region in Texas, the pattern of municipal employment was basically the same: white/Anglo males predominated

178

those positions which offered the best pay and those most closely related to policymaking and influencing; i.e., officials and administrators and professional positions. In those regions where females appeared to occupy such positions (e.g., Panhandle and Central Texas), the level of pay reported was lower than in regions where women were excluded.

Blacks have been virtually excluded from such positions in every region.

Hispanic males in West Texas and South Texas, the regions having very large Hispanic populations, were more successful in gaining access to such positions. Like blacks, Hispanic females were virtually excluded from the more lucrative positions.

CHAPTER VII

REFERENCES

1. For this section, EEO-4 data were analyzed by job category and by salary level within function. These data are found on the EEO-4 Statistical File for Texas for 1977, Computer Printout for State Employment by Function, July, 1979, pp. 12-13.

Part Two

Public Education in Texas

CHAPTER VIII

PUBLIC EDUCATION IN TEXAS

The State of Texas appears to be less than successful in terms of having met the educational needs of its minority populations. For example, in 1960, it was reported that half of all white/Anglos in Texas had completed at least 10.7 years of school while for blacks the same figure was only 8.7 years and for Hispanics, it was still lower - 6.2 years.[1] In addition, blacks and Mexican Americans both had higher dropout rates[2] and lower percentages of their numbers who go on to complete some college.[3] In the 1970 Census data it was found that the median school years completed by adults (25 years and over) was 11.6 years; for white/Anglos, it was 11.9 years while for Hispanics and blacks, it was 7.0 and 10.0 years, respectively.[4] Although these figures show definite improvement over the 1960 data, it should be noted that while 60.4% of the white/Anglo population aged 18 to 24 had completed four years of high school or more, only 55.1% of the blacks and 39.7% of the Hispanics had attained similar levels.[5]

Based on a report by the Governor's Committee on Public School Education (1968), the U.S. Commission on Civil Rights reported "even among these young people who complete high school there is a high proportion who do not have the equivalent of a high school education. Twenty percent of Texas high school seniors had less than the equivalent of a 9th grade education. Mexican Americans and blacks suffer from a disproportionate share of this deficiency of quality of education."[6]

Further, there is evidence that despite the Brown decision[7] which ordered the end to segregated schools, with all deliberate speed,[8] litigation aimed at removing the vestiges of segregation continues[9] and many districts are operating under court order.[10] Many of the local school districts still have schools in which the majority of the school populations are members of minority groups.[11]

In the 1968 San Antonio hearings, expert testimony was introduced which tended to shift the burden of the educational problems of minorities from the minority group to the education system.[12] Further testimony was introduced which revealed, time after time, that "teacher education, textbooks, teaching methods, curriculum planning, and the laws of the State themselves have taken little or no account of the confluence of two languages and three cultures in Texas."[13]

Although the present study does not compare educational attainment levels in the decade since the San Antonio hearings were concluded, it does provide a picture of the extent to which "the confluence of the two languages and three cultures" of Texas is represented in the key police-making and implementation structures of the education system in Texas.

This chapter reports the structure of the education system in Texas, the functions and duties of the various branches of the system, the composition of the key administrative agency (Texas Education Agency), the composition of the school boards in school districts in Texas, and the composition of the student population and of some key positions in the seven largest metropolitan school districts in Texas.

The major question answered by this study is: "To what extent are minority group members and women involved in the governing, decisionmaking and employment in the education system in Texas?"

The peak in Texas public school enrollment occurred during 1975-76 at which time the public school population totaled

2,944,925.[14] More than one-quarter of the school population are found in the seven largest metropolitan districts (i.e., alphabetically listed, Austin, Corpus Christi, Dallas, El Paso, Ft. Worth, Houston, and San Antonio Independent School Districts).[15]

The ethnic and racial composition of the Texas school population in 1977 was 59% white/Anglo, 25% Hispanic (Mexican American), and 15% black.[16] This differs somewhat from the total State population of 1970 which reflects a ratio of 68.5% white/Anglo, 18.3% Hispanic, and 12.5% black.[17] Other minority groups make up less than 1% in both the total State population and the State's public school enrollment. Table 8.1 reflects differences in state and school enrollment populations and how the composition of these populations compared with the makeup of the State School Board and the Texas Education Agency in 1977.

Table 8.1

Composition of State Population and State School Enrollment for the Three Major Racial Ethnic Groups

	White/ Anglo	Hispanic	Black
State Population Total[1] (1970)	68.5%	18.3%	12.5%
State School Enrollment[2] (1977)	59.0%	25.0%	15.0%
State School Board[3] (1977)	87.5%	8.3%	4.2%
Texas Education Agency[4] (1977) (TEA Staff Only)	83.2%	10.5%	6.1%

SOURCES: Data compiled from the following sources:

1. 1970 Census of Population, Table 51.
2. 1978 Pre-Legislative Seminar on Public School Finance, p. 6.
3. Texas School Directory, 1978-79.
4. Office of the Governor, Office of Equal Employment Opportunity, Report based on EEO4 data computer printout 1/13/78; in Intercultural Development Research Association, Minorities and Women in Selected Public Institutions: A Review. A report to the Southwestern Regional Office of the U.S. Commission on Civil Rights, 1979 (unpublished).

STRUCTURE OF THE EDUCATION SYSTEM IN TEXAS

The State Legislature is charged with the responsibility for educating the school children of Texas as set forth in Article VII, Section 1 of the State Constitution which declares:

> A general diffusion of knowledge being essential to the preservation of the liberties and rights of the people, it shall be the duty of the Legislature of the State to establish and make provision for support and maintenance of an efficient system of free public schools. 18

This responsibility is carried out by the Legislature primarily through enacting legislation. Many of the responsibilities for determining the educational needs of the State and the policymaking and planning responsibilities related thereto have been delegated to the Texas Board of Education.[19] The Board of Education is only one part of a three-branch structure to which public school education in Texas has been delegated. The other two parts consist of (a) the Commissioner of Education who has been given responsibility for recommending educational policy and (b) the State Department of Education which is charged with implementing or carrying out the educational policy established.

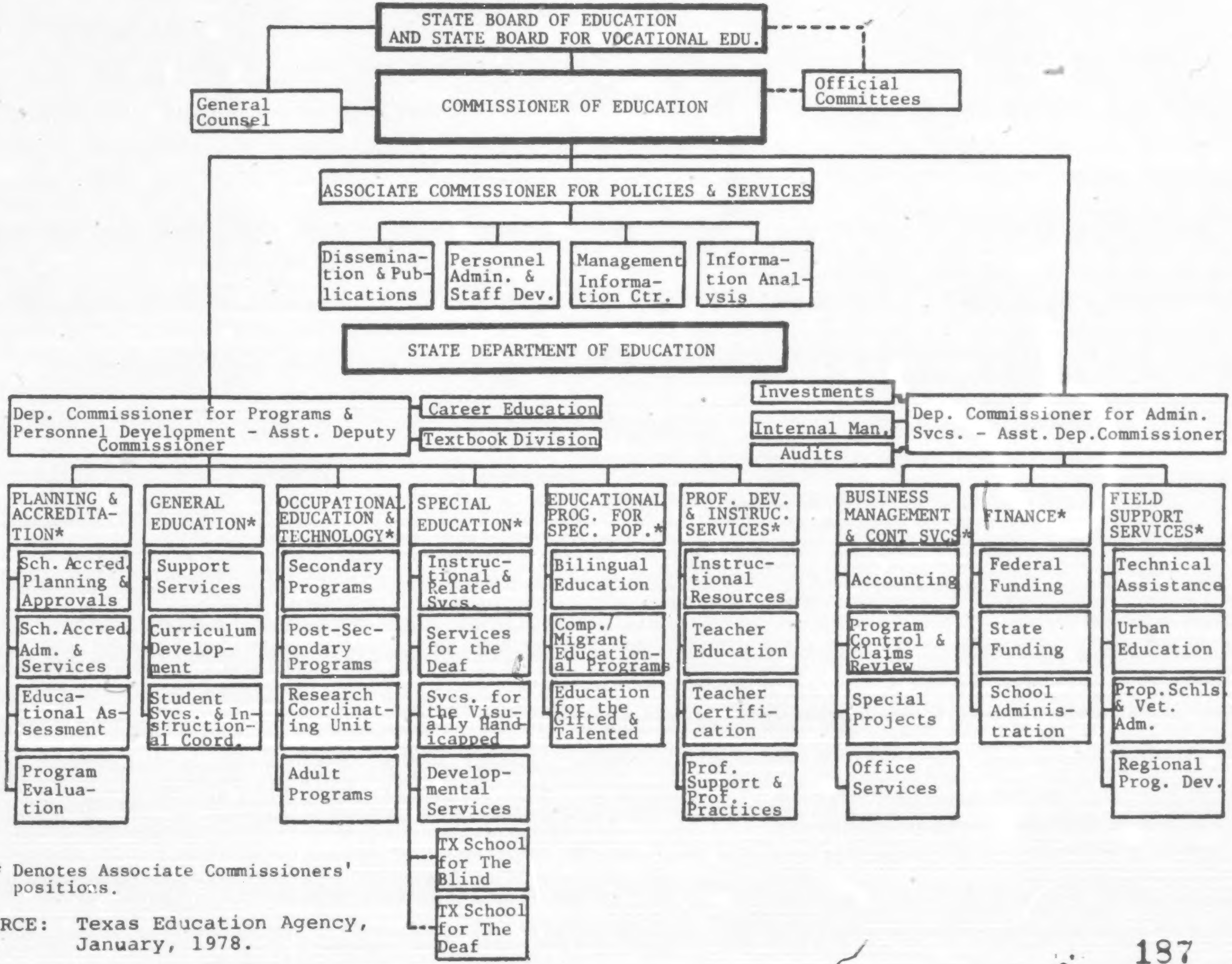
Figure 8.1 is a chart of the organizational structure of the Texas Education Agency.

THE STATE BOARD OF EDUCATION

Major Duties and Functions:

The State Board of Education is responsible for periodical

TEXAS EDUCATION AGENCY


STATE BOARD OF EDUCATION AND STATE BOARD FOR VOCATIONAL EDU.
General Counsel
COMMISSIONER OF EDUCATION
Official Committees
ASSOCIATE COMMISSIONER FOR POLICIES & SERVICES
Dissemination & Publications
Personnel Admin. & Staff Dev.
Management Information Ctr.
Information Analysis
STATE DEPARTMENT OF EDUCATION
Dep. Commissioner for Programs & Personnel Development - Asst. Deputy Commissioner
Career Education
Textbook Division
Investments
Internal Man.
Audits
Dep. Commissioner for Admin. Svcs. - Asst. Dep.Commissioner
PLANNING & ACCREDITATION*
Sch. Accred. Planning & Approvals
Sch. Accred. Adm. & Services
Educational Assessment
Program Evaluation
GENERAL EDUCATION*
Support Services
Curriculum Development
Student Svcs. & Instructional Coord.
OCCUPATIONAL EDUCATION & TECHNOLOGY*
Secondary Programs
Post-Secondary Programs
Research Coordinating Unit
Adult Programs
SPECIAL EDUCATION*
Instructional & Related Svcs.
Services for the Deaf
Svcs. for the Visually Handicapped
Developmental Services
TX School for The Blind
TX School for The Deaf
EDUCATIONAL PROG. FOR SPEC. POP.*
Bilingual Education
Comp./Migrant Educational Programs
Education for the Gifted & Talented
PROF. DEV. & INSTRUC. SERVICES*
Instructional Resources
Teacher Education
Teacher Certification
Prof. Support & Prof. Practices
BUSINESS MANAGEMENT & CONT SVCS*
Accounting
Program Control & Claims Review
Special Projects
Office Services
FINANCE*
Federal Funding
State Funding
School Administration
FIELD SUPPORT SERVICES*
Technical Assistance
Urban Education
Prop. Schls. & Vet. Adm.
Regional Prog. Dev.

* Denotes Associate Commissioners' positions.

SOURCE: Texas Education Agency, January, 1978.

review of the educational needs of the State, for adapting or promoting a plan for meeting those needs, and for evaluating the achievements of the State's educational program.[20] More specifically, the Board's functions are: To

1. Formulate and present to the Texas Board of Control the proposed budget for operating the minimum foundation program of education, the central education agency, and other programs for which it shall have responsibility.
2. Adopt operating budgets on the basis of appropriations by the Legislature.
3. Establish procedures for budgetary control, expending, auditing, and reporting on expenditures within the budgets adopted.
4. Make reports every 2 years covering all the activities and expenditures of the central education agency to the Legislature.
5. Establish regulations for the accreditation of schools.
6. Execute contracts for the purchase of instructional aids, including textbooks, within the limits of authority granted by the Legislature.
7. Execute contracts for the investment of the permanent school fund, within the limits of authority granted by the Legislature.[21]

The State Board of Education, with the consent of the Texas Senate, also appoints the State Commissioner to serve for a 4 year term (and may reappoint such Commissioners if desired) with a salary determined by the State Board.[22] The State Board of Education also has other powers relating directly to local districts some of which include the apportionment of available school funds and adaption of policies for payment of the Foundation School fund to districts and to hearing of appeals from local districts to decisions made by the Commissioner of Education.

Board Membership and Composition:

The State Board of Education is composed of 24 members, one from each congressional district in the State.[23] Members of the board are elected at biennial general elections.[24] Their appointment begins on December 31 of that year[25] and they serve 6 year, staggered terms.[26]

State Board members receive no salary but are reimbursed for official business expenses.[27]

Table 8.2 provides racial, ethnic, and gender of members of the State Board of Education for 1977, giving both number and percentage. Table 8.3 identifies the names and resident areas of the State school board members.

THE COMMISSIONER OF EDUCATION

Major Duties and Responsibilities:

No other person in the State's public school system has as much discretion in running the educational operations of the State as does the Texas Commissioner of Education.[28] Although the Commissioner's decisions are subject to review by the State Board,[29] the Board is highly dependent upon the Commissioner for advice and counsel.[30]

The Commissioner has the responsibility for promoting efficiency and improvements in the public school system of the State and has the powers necessary to carry out the duties and responsibilities placed upon him by the Legislature and by the State Board of Education.[31]

The Commissioner also recommends to the State Board

Table 8.2

Composition of Texas State Board of Education By Race, Ethnicity, and Gender, October 1978[1]

	MALE				FEMALE			
Total[2]	Total	White/ Anglo	Black	Hispanic	Total	White/ Anglo	Black	Hispanic
23	18	16	1	1	5	4	0	1
100%	78.3	69.6	4.3	4.3	21.7	17.4	0	4.3

Data Source: Texas Education Agency, Texas School Directory, 1978-79, p.v. Totals and breakdowns derived by the Southwestern Regional Office of the U.S. Commission on Civil Rights.

[1] This table does not reflect changes which occurred during or following 1977-78 but subsequent to the publication of the 1978-79 Texas School Directory.

[2] Only 23 members were listed in the 1978-79 Texas School Directory.

Table 8.3

Membership Roster of the State Board of Education (State Board for Vocational Education)

Mrs. Elizabeth Armstrong, Lake Jackson
Vernon Baird, Ft. Worth
____________, El Paso *
James M. Binion, Abilene
Joe Kelly Butler, Houston
W. W. Carter, Amarillo
Don H. Cook, D.D.S., Mesquite
Bryan Crouch, Poteet
Dr. Virginia Currey, Arlington
Jimmy L. Elrod, San Antonio
W. H. Fetter, La Marque
Wayne Frederick, Orange
Joseph C. Gathe, M.D., Houston
E. R. Gregg, Jr., Jacksonville
Ruben Hinojosa, Mercedes
Jim Hollingsworth, De Soto
Dr. William N. Kemp, O.D., Houston
Mrs. Mary Ann Leveridge, East Bernard
Paul Mathews, Greenville
Dr. Stanley B. McCalab, Richardson
Glen L. Smith, Waco
Mrs. Yolanda P. Torres, San Antonio
Mrs. Jane H. Wells, Austin
James H. Whiteside, Lubbock

Data Source: Texas Education Agency, 1978-79 Texas School Directory, (Austin, Texas, 1977) p.v.

* The name of the representative for the El Paso District was not included in the 1978-79 directory.

such policies, rules and regulations as are deemed necessary for the promotion of educational progress in the State and supplies information to the Board.[32]

Two areas within the realm of the Commissioner's discretion which are thought to have great potential for impact on minorities and females in the State is in the appointment of members to advisory committees,[33] and in the selection of State textbooks.[34] While the State Board must approve or reject the nominations, it is the Commissioner who nominates the 15 members of the State Textbook Committee. In any event, the Board eventually selects persons presented by the Commissioner.[35]

In these instances, the Commissioner exerts influence on both the State Board of Directors, and on the advisory boards.

Composition of the Office of the State Commissioner:

During the period covered by this study (1977), and throughout the history of the office, the person carrying this position has been a white/Anglo male. Other positions such as the Deputy and Associate Commissioners are reviewed in the subsequent section on the State Department of Education.

STATE DEPARTMENT OF EDUCATION

Major Duties and Responsibilities:

The State Legislature has mandated the following functions to the State Department of Education:

1. Carry out the mandate, prohibitions, and regulations for which it is made responsible whether by a statute, the State Board of Education, the State Board for Vocational Education, or the Commissioner of Education.
2. Make free and full use of advisory committees and commissions composed of professional educators and/or other citizens of the State; and,
3. Seek to assist local school districts in developing effective and improved programs of education through research and experimentation, consultation, conferences, and evaluation, but shall have no power over local school districts except those specifically granted by statute.
4. The budgets and fiscal reports filed with the Central Education Agency shall be reviewed and analyzed by the staff of the State Department of Education to determine whether or not all legal requirements have been met and to collect fiscal data needed in preparing school fiscal reports for the Governor and Legislature. The Central Education Agency may drop from the list of accredited schools any school district which fails to comply with the laws or the rules and regulations of the State Board of Education applicable to preparation and adoption of the local budget and/or fiscal accounting system of public school districts.[36]

The influence of this branch on minorities and women is probably best demonstrated in the interpretation of policy to local school districts, in assistance provided to local school districts, in employment and in establishing administrative rules and regulations of the department.

Composition of the State Department of Education:

Table 8.4 provides employment data for the Texas Education Agency (TEA) for 1977.

Table 8.4: Employment Distribution Within The Texas Education Agency by Race, Ethnicity, and Gender for 1977

Category	Total	Male	% of All Employees	Female	% of All Employees
All Employees	935	459	49.1%	476	50.9%
White/Anglo	778	385	41.2%	393	42.0%
Black	57	33	3.5%	24	2.6%
Hispanic	98	41	4.4%	57	6.1%
Other	2	0	0.0%	2	0.2%

Data Source: Office of the Governor, Office of Equal Employment Opportunity Report based on EEO-4 data for State Employment in Texas for 1977. Computer Printout 1/13/79.

These data indicate that, in terms of percentages of male and females, there was a balance in the Texas Education Agency. These data are misleading, especially when one considers race and ethnicity of the staff composition at the top administrative level. From the data in Tables 8.1 and 8.4, it is obvious that the agency staff composition did not even approximate the composition of the State population (based on 1970 Census data) nor the Texas public school population for 1977.

In looking at the top administrative positions (57) including that of the Commissioner of Education, which are provided in Table 1 of Appendix F, one finds 50 males (87.7%) and seven females (12.3%). Among these 57 persons,

- forty-six (46) were white/Anglo males;
- five(5) were white/Anglo females;
- only six (6) represented either a male or female from a minority group.

There were only six minority administrators in the Texas Education Agency in 1977.

DISTRIBUTION OF TEA FULL-TIME EMPLOYEES BY SALARY LEVEL

The median salary level for the 935 full-time employees of the Texas Education Agency for 1977 was between $13,000 and $15,999. Table 8.5 provides a complete breakdown of TEA employment data by race, ethnicity, gender and salary level of the employees. Based on the data in Table 8.5, the median salary level for females was between $8,000 - $9,999 while for males, the median salary was between $16,000 - $24,999. These median figures held true for females and males across race and ethnicity for the three major groups in Texas (white/Anglo, Hispanic, and Black).

Within the $25,000 and above salary range, there were 44 employees, of whom 41 (93.2%) were white/Anglo; one (2%) was black, and two (4.5%) were Hispanic. There were only four females (9.0%) in this salary category, all of whom were white/Anglos.

There were 340 TEA full-time employees earning less than $10,000/year. However, when one considers where the various groups are concentrated, one finds that:

- Only 9.4% of all white/Anglo males in the agency earned at or below this level. On the other hand,
- 36.4% of the black males)
- 24.4% of the Hispanic males,)
- 56.0% of the white/Anglo females) were earning at or below $10,000/yr.
- 70.8% of the black females, and)
- 77.2% of the Hispanic females)

Table 8.5

Distribution of Texas Education Agency Full-time Employees for 1977 by Race, Ethnicity, Gender, and Salary Level

SALARY (in thousands of dollars)	White/Anglo			Black			Hispanic			Agency Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
0.1 - 3.9	0	0	0	0	0	0	0	0	0	0
4.0 - 5.9	0	0	0	0	0	0	0	0	0	0
6.0 - 7.9	16	80	96	7	7	14	7	22	29	139
8.0 - 9.9	20	140	160	5	10	15	3	22	25	201*
10.0 - 12.9	17	56	73	3	1	4	5	5	10	87
13.0 - 15.9	29	18	47	0	0	0	2	1	3	50*
16.0 - 24.9	266	95	361	17	6	23	22	7	29	414
25.0 plus	37	4	41	1	0	1	2	0	2	44
TOTAL	385	393	778	33	24	57	41	57	98	935*

* Includes category of other minorities. There are only 2 persons in this category, both are females.

SOURCE: Office of the Governor, Office of Personnel and Equal Employment Opportunity, Report of EEO-4 data for 1977 Computer Printout on Employment by Agency.

COMPOSITION OF LOCAL SCHOOL BOARDS

Table 2 in Appendix E provides racial, ethnic, and gender breakdowns of the local public school boards in Texas by county.

According to these data, there were a total of 7,256 school board members in Texas in 1977. Among the 6,764 members who were identifiable by race, ethnicity, and gender,

- 83.1% were white/Anglo males (eight out of ten);
- 9.2% were white/Anglo females (one out of ten);
- 6.1% were Hispanic males;
- 0.7% were Hispanic females;
- 0.9% were black males; and
- 0.1% were black females.

An additional 481 local school board members were white/Anglos, but unidentifiable by gender. Likewise, there were nine Hispanics and two blacks who were unidentifiable by gender, using traditional male and female first names as a method of identification. Consequently 92.6% of all school board members were white/Anglo; 6.5% were Hispanic; and 1.0% were black.

There were only two local school districts in the State which had a predominantly black school board.[37] One of these districts was in East Texas near Houston and the other was in North Texas. Both of these regions had sizeable black populations. There were 51 districts in which Hispanic formed the majority of the local board. These districts can be identified in Table 2, Appendix F.[38] Most of these 51 districts were in South Texas (46) or West Texas (4) both of which large Hispanic populations (See Chapter 2).

In each of the districts having a majority of its school boards who were black or Hispanic, the respective student enrollment also exceeded 50.0% minority membership. There were some districts, however, with a majority black or Hispanic enrollment but which do not have a minority predominated board.

IDENTIFICATION OF MINORITY STAFF IN KEY POSITIONS IN LOCAL POSITIONS IN LOCAL SCHOOL DISTRICTS IN TEXAS

Superintendents:

The superintendent of a local school district is the chief executive officer at the local school district level. The superintendent's role in the local district to a great extent parallels that of the State Commissioner at the State level.

There were two black school superintendents in Texas.[39] Among the more than 1,000 local public school districts only 29 were Hispanic.[40] These superintendents are identified by county and school district in Table 3 of Appendix F. There was only one female superintendent in Texas.[41]

Principals and Teachers:

Other key personnel whose decisions on a day-to-day basis influence the lives of females and minority group members, include, but are not limited to, principals and teachers. These are the persons having regular, direct contact with the students.

A review was conducted of the composition of staff in these positions in the seven largest districts in Texas. (See Tables 4 through 10 of Appendix F) The results of this review are summarized in Tables 8.6 and 8.7, which provide a numerical and percentage breakdown, respectively, by race, ethnicity, and gender for the categories of principals, elementary teachers, and secondary teachers. The composition of these positions for each of the seven districts can be found in Tables 4-10 of Appendix F.

Table 8.6

Distribution of Selected Staff Positions By Race, Ethnicity, and Gender In The Seven Largest Urban Districts In Texas For 1977

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Principals	826	573	372	122	78	1	253	143	71	38	1
Elementary Teachers	14,735	1,173	564	372	236	1	13,562	7,872	3,816	1,813	61
Secondary Teachers	13,563	5,479	3,585	1,196	672	26	8,084	5,226	2,177	660	21

SOURCE: Data compiled from EEO-5 reports made available through the Texas Education Agency for Selected School Districts in Texas.

[1] Other includes Asian Americans and Native Americans.

Table 8.7

Percentage Distribution of Selected Staff Positions By Race, Ethnicity, and Gender In The Seven Largest Urban Districts In Texas[1] For 1977

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[2]	Total	White/ Anglo	Black	Hispanic	Other[2]
Principals	100%	69.4	45.0	14.8	9.4	0.2	30.6	17.3	8.6	4.6	0.1
Elementary Teachers	100%	8.0	3.8	2.5	1.6	*	92.0	53.4	25.9	12.3	0.4
Secondary Teachers	100%	40.4	26.4	8.8	5.0	0.2	59.6	38.5	16.1	4.9	0.2

SOURCE: Data compiled from EEO-5 reports made available through the Texas Education Agency for Selected School Districts in Texas.

[1] These districts include:
1. Austin ISD
2. Corpus Christi ISD
3. Dallas ISD
4. El Paso ISD
5. Ft. Worth ISD
6. Houston ISD
7. San Antonio ISD

[2] Other includes Asian Americans and Native Americans.

Based on these data, it was found that in the seven largest urban districts in Texas,

- 62.3% of the principals were white/Anglos;
- 23.4% were black; and
- 14.0% were Hispanic.

Almost seven out of ten principals were males.

At the elementary level, 92% (or nine out of ten) of all the teachers in these seven districts were female. In addition, of all elementary teachers in the districts studied,

- 57.2% were white/Anglos;
- 28.4% were black; and
- 13.9% were Hispanic.

Only at the secondary level, did the male/female ratio in education begin to approach equity in proportions of males and females. Even here, however, females constituted 59.6% of the proportion while males comprised the remaining 40.4%. Considering race and ethnicity factors, one finds that,

- 64.9% were white/Anglos;
- 24.9% were black; and
- 9.9% were Hispanic.

Table 8.8 provides a breakdown of the student enrollment by race and ethnicity for each of the seven largest, urban metropolitan districts. According to these data, the school population was fairly evenly divided among the three major racial and ethnic groups (i.e., white/Anglo 37%; Hispanic 31%; and black 31%). These percentages vary considerably in the individual districts. However, if one compares the total composition of any one of the selected positions reviewed (i.e., principals, elementary teachers, or secondary teachers) it would be found that white/Anglos make up more than 50% of the respective category. Again, if comparisons are made by districts, one would find that only in the San Antonio ISD does the percentage of white/Anglos fall below 50% of a category. In San Antonio, white/Anglo principals made up only 44% of all district principalships (however white/Anglos made up only 15% of the school population). This is the ONLY category and the only district among those studied where white/Anglos did not make up more than half the category.

Using data from this study to answer the question posed earlier (i.e., To what extent are women and minorities involved in the governing, decisionmaking, and employment in public education in Texas?), one would have to admit that for minorities the involvement has been token. Among the administrative ranks, the involvement of both women and minorities has not approached their proportions in the population. Despite the desegregation orders that have been issued, the affirmative action plans that have been drafted, one could hardly deny that the conditions of 1977 sound much like those described in the Commission's hearings of 1968.

Table 8.8 Enrollment Composition of the Seven Largest Urban School Districts in Texas (1976-77)

School District	Total #/%	White/Anglo #/%	Hispanic #/%	Black #/%	Other[1] #/%
Austin ISD	58,088 100%	34,741 60%	13,583 23%	9,320 16%	444 1%
Corpus Christi ISD	40,538 100%	13,952 34%	24,138 60%	2,358 6%	90 *[2]
Dallas ISD	138,926 100%	52,925 38%	19,775 14%	64,908 47%	1,318 1%
El Paso ISD	64,531 100%	21,584 33%	40,259 62%	2,150 3%	538 1%
Ft. Worth ISD	72,206 100%	36,790 51%	9,973 14%	24,996 35%	447 *[2]
Houston ISD	209,843 100%	71,430 34%	46,058 22%	90,476 43%	1,879 1%
San Antonio ISD	65,475 100%	9,668 14%	45,155 69%	10,334 16%	318 *[2]
Total (Metropolitan) ISDs Only	649,607 100%	241,090 37%	198,941 31%	204,542 31%	5,034 1%

---

[1] Other includes Native Americans and Native Americans.

[2] Asterisk (*) denotes less than 1%.

SOURCE: U.S. Dept. of Health, Education, and Welfare/Office for Civil Rights. Directory of Elementary and Secondary School Districts, and Schools in Selected School Districts: School Year 1976-1977, Vol. II.

CHAPTER VIII

REFERENCES

1. U.S. Department of Commerce, Bureau of the Census, *1960 Census of Population*, General Social and Economic Characteristics. Hereafter referred to as the 1960 Census.

2. Ibid.

3. Ibid.

4. *1970 Census of Population*, U.S. Department of Commerce, Bureau of the Census, General Social and Economic Characteristics, Table 51, Educational Characteristics by Race, for Urban and Rural Residence: 1970 (p.45/439).

5. Ibid.

6. Texas State Advisory Committee *Civil Rights in Texas, A Report to the Commission*, (Washington, D.C.: U.S. Commission on Civil Rights, 1970) Pp. 4-5. Hereafter referred to as Civil Rights in Texas, 1970.

7. *Brown v. Board of Education*, 347 U.S. 483 (1954) (Brown I).

8. *Brown v. Board of Education*, 349 U.S. 294, 301 (1955) (Brown II)

9. e.g., Austin, Texas

10. Undated list of schools under court order for 1977-78 from Texas Education Agency. See Table 1, Appendix C.

11. U.S. Department of Health, Education and Welfare. Directory of Elementary and Secondary School Districts and Schools in Selected School Districts: School year 1976-77, Vol. II of II.

12. *Civil Rights in Texas, 1970*. Quotation from Dr. Harold Howe, II, former U.S. Commissioner of Education and Dr. George Sanchez, Professor at the University of Texas at Austin, p. 5.

13. Ibid., p. 5.

14. Pass, Fred (ed.), *Texas Almanac and State Industrial Guide*, 1978-79, Dallas, Texas: A. H. Belo Corporation, 1977, p. 577.

15. Ibid.

16. Texas Association of School Board and the Texas Association of School Administrators, *Pre-Legislative Seminar on Public School Finance* (Austin: 1978), p. 6.

17. 1970 Census of Population.

18. Texas State Advisory Committee, *Working With Your Schools*, U.S. Commission on Civil Rights (1977), Washington, D.C. Hereafter referred to as *Working With Your Schools, 1977*.

19. Texas Education Code annotated (Vernons 1972) §11.24.

20. Id., §11.26.

21. Id.

22. Id., §11.25.

23. Id., §11.21.

24. Id., §11.22.

25. Id.

26. Id., §11.22.

27. Id.

28. *Working With Your Schools*, p. 68.

29. Texas Education Code annotated (Vernons 1972) §11.13(a).

30. Id., §11.25(b).

31. Id., §11.52(b).

32. Id., §11.52(c).

33. Id., §11.25(f).

34. Id., §11.26(a).

35. Id., §12.11(d); also *Working With Your Schools*, p. 68.

36. Texas Education Code annotated (Vernons 1972) §11.63.

37. Texas Education Agency, Texas School Directory 1978-1979, Austin, Texas: TEA, 1978. These districts include (1) Wilmer-Hutchins ISD in Dallas County in which 4 of 7 school board members are black; and (2) Kendleton ISD in Ft. Bend County in which all of the 7 school board members are black. Both of these districts have predominantly black student populations.

38. Ibid.

39. Interview with Mr. Gilbert Conoley, Technical Assistance Director of the Texas Education Agency and Mr. John Dulles, II of the Southwestern Regional Office of the U.S. Commission on Civil Rights (September 7, 1979).

40. Ibid.

41. Ibid.

Part Three

Summary and Conclusions

SUMMARY

1. At all levels of government, there was a marked absence of minorities, and to a lesser extent, females in those jobs which determine and influence policy and employment practices, (i.e., official and administrative positions and professional positions).

2. Job categories in which most minorities and, to a lesser extent white/Anglo females were associated, were mainly those in which lower salaries, less prestige, and little authority or responsibility for decisions which affect and/or determine policy have been assigned. The more prestigious better paying jobs which impact on policy-making were mainly occupied by white/Anglo males. Where this pattern did not exist, the white/Anglo female appeared to be the primary beneficiary.

3. Some jobs have been traditionally associated with male employment (e.g., police protection) and others with female employment (e.g., office/clerical). These distinctions still existed at the time of this study (1977).

4. Specific types of jobs were associated with particular racial/ethnic groups. For example, Service/Maintenance, while including large absolute numbers of other groups, consisted of a disproportionate proportion of blacks and Hispanics.

5. Regional differences did exist to the extent that only in areas of high minority concentrations was there appreciable difference in the corresponding percentages of the work force. This does not mean, however, that participation in key positions was assured in such areas.

It did improve the chances of minority/female appointments to such positions.

6. Primarily minorities and females were still at the bottom of the salary schedule. This finding held for employment at all government levels, in all regions and all city sizes. In fact, the difference became more pronounced in cities of less than 50,000.

7. There was a conspicuous absence of both minorities and females, particularly minority females, throughout the policymaking, key decisionmaking, and top administrative positions in the State system of public education.

8. In terms of employment within the Texas Education Agency, minority members, followed by white/Anglo females were found primarily in the lower paying jobs (below $10,000/year) while white/Anglos formed an almost exclusive group among those employees earning $25,000/year or more.

9. Even when minorities form a majority of the population or school enrollment, this did not ensure that the key administrative staff would be minority group members.

10. On the other hand, only when minorities formed a majority of the local school board was the superintendent also a minority group member.

CONCLUSIONS

In viewing the results of this study, it is quite apparent that despite equal opportunity and affirmative action provisions for hiring and promoting women and minorities, these groups continue to fall rather consistently to the bottom of the employment hierarchy. One fact pointed out by the regional analyses is that some regional differences do occur and these differences may be statistically significant. This suggests that an even closer look at public employment should be made using appropriate statistical methods.

More importantly, however, the data suggest that with few exceptions, primarily at the federal level, the Texas tradition of placing minorities and women in lower paying, less prestigious jobs having little or no responsibility for affecting policy decisions continued unabated through the 1970s.

APPENDIX A

Table 1: Cities in 1977 EEOC Survey for Texas

Cities with Population of 50,000 and above
included in the 1977 EEOC Employment Survey
for Texas[1] with Regional Designations[2]
(n=27)

(W) Abilene
(P) Amarillo
(N) Arlington
(C) Austin
(E) Beaumont
(S) Brownsville
(S) Corpus Christi
(M) Dallas
(W) El Paso
(N) Fort Worth
(E) Galveston
(N) Garland
(N) Grand Prairie
(E) Houston
(N) Irving
(S) Laredo
()) Lubbock
(N) Mesquite
(W) Midland
(W) Odessa
(E) Pasadena
(E) Port Arthur
(W) San Angelo
(S) San Antonio
(E) Tyler
(C) Waco
(N) Wichita Falls

LEGEND:
C = Central Texas Region
E = East Texas Region
N = North Texas Region
P = Panhandle Region
S = South Texas Region
W = West Texas Region

---

[1] Compiled from listings made from the EEOC Statistical File for Texas, 1977, computer tape.

[2] Designations by the U.S. Commission on Civil Rights/SWRO.

Table 2: Cities in 1977 EEOC Survey for Texas

Cities with Population between 10,000 - 24,999 included in the 1977 EEOC Employment Survey for Texas[1] with Regional Designations[2]
(n=62)

(E) Bay City
(E) Bellaire
(P) Borger
(W) Brownwood
(N) Carrollton
(N) Cleburne
(E) College Station
(E) Conroe
(C) Copperas Cove
(N) Corsicana
(E) Deer Park
(W) Del Rio
(N) Denison
(N) Duncanville
(S) Eagle Pass
(S) Edinburg
(N) Ennis
(N) Euless
(E) Freeport
(E) Galena Park
(N) Gainesville

(N) Greenville
(E) Groves
(E) Henderson
(P) Hereford
(N) Highland Park
(E) Huntsville
(C) Kerrville
(E) Lake Jackson
(W) Lamesa
(N) Lancaster
(E) Lufkin
(E) Marshall
(N) McKinney
(N) Mineral Wells
(S) Mission
(E) Nacogdoches
(C) New Braunfels
(N) North Richland Hills
(E) Orange

(E) Palestine
(P) Pampa
(E) Paris
(W) Pecos
(N) Plano
(E) Port Neches
(S) Robstown
(E) Rosenberg
(S) San Benito
(C) San Marcos
(S) Seguin
(E) Sulphur Springs
(W) Sweetwater
(N) Terrell
(N) University Park
(S) Uvalde
(N) Vernon
(N) Waxahachie
(N) Weatherford
(S) Weslaco
(E) West University Pl.
(N) White Settlement

LEGEND: C = Central Texas Region
E = East Texas Region
N = North Texas Region
P = Panhandle Region
S = South Texas Region
W = West Texas Region

---

[1] Compiled from listings made from the EEOC Statistical File for Texas, 1977, computer tape.

[2] Designations by the U.S. Commission on Civil Rights/SWRO.

Table 3: Cities in 1977 EEOC Survey for Texas

Cities with Population between 25,000 - 49,999 included in the 1977 EEOC Employment Survey for Texas[1] with Regional Designations[2]
(n=18)

(E) Baytown
(W) Big Spring
(E) Bryan
(N) Denton
(N) Farmer's Branch
(N) Haltom City
(S) Harlingen
(N) Hurst
(C) Kileen
(S) Kingsville
(E) Longview
(S) McAllen
(N) Richardson
(N) Sherman
(C) Temple
(E) Texarkana
(E) Texas City
(S) Victoria

LEGEND:
C = Central Texas Region
E = East Texas Region
N = North Texas Region
P = Panhandle Region
S = South Texas Region
W = West Texas Region

---

[1] Compiled from listings made from the EEOC Statistical File for Texas, 1977, computer tape.

[2] Designations by the U.S. Commission on Civil Rights/SWRO.

Table 4: Cities in 1977 EEOC Survey for Texas

Cities with Population of less than 10,000 included in the 1977 EEOC Employment Survey in Texas[1] with Regional Designations[2]
(n=61)

(S) Alice
(E) Angleton
(W) Anson
(S) Aransas Pass
(C) Bastrop
(E) Bellville
(N) Bonham
(W) Brady
(E) Brenham
(N) Burkburnett
(S) Carrizo Springs
(E) Cleveland
(E) Clute
(N) Commerce City
Copperas Cove
(S) Crystal City
(P) Denver City
(E) El Campo
(S) Falfurrias
(P) Floydada
(W) Fort Stockton
(C) Fredericksburg
(C) Giddings
(E) Gladewater
(N) Graham
(N) Grapevine
(E) Hitckcock
(S) Hondo
(E) Jacksonville
(W) Kermit
(E) Kilgore
(C) Lampasas
(N) Lewisville
(P) Littlefield
(E) Livingston
(C) Llano
(S) Lockhart
(S) Luling
(S) Mathis
(S) Mercedes
(E) Mineola
(E) Mount Pleasant
(S) Olmos Park
Pampa
(S) Pearsall
(S) Portland
(N) Richland Hills
(N) River Oaks
(S) San Juan
(C) Schulenberg
(E) Seabrook
(S) Sinton
(E) Stafford
(W) Stamford
(W) Stanton
(N) Stephenville
(C) Taylor
(S) Terrell Hills
(E) Tomball
(W) Winters
(S) Yoakum

LEGEND: C = Central Texas Region
E = East Texas Region
N = North Texas Region
P = Panhandle Region
S = South Texas Region
W = West Texas Region

---

[1] Compiled from listings made from the EEOC Statistical File for Texas, 1977, computer tape.

[2] Designations by the U.S. Commission on Civil Rights/SWRO.

APPENDIX B

Page 1 of 3

Table 1
Distribution of Federal Employees by Agency, Race, Ethnicity and Gender in Texas for 1977

	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other	Total	White/ Anglo	Black	Hispanic	Other[1]
ACTION	49	23	18	1	4	0	26	22	1	3	0
Air Force	31,070	22,627	11,617	1,342	9,578	90	8,443	5,555	574	2,251	63
Agriculture	5,061	4,156	3,253	166	724	7	911	784	52	69	6
Army	24,973	17,830	11,598	1,672	4,472	88	7,143	5,282	695	1,120	46
Civil Aeronautics Board	2	1	1	0	0	0	1	1	0	0	0
Civil Rights Commission	11	6	3	0	3	0	5	0	1	4	0
Civil Service Commission	277	128	89	15	23	1	149	97	25	27	0
Commerce Department	657	535	467	23	41	4	122	95	10	16	1
Community Svcs. Admin.	76	47	33	5	7	2	29	20	5	3	1
Consumer Product Safety	24	11	9	1	1	0	13	11	0	1	1
Credit Union, Safety	39	28	24	1	2	1	11	9	0	2	0
Defense Dept. (Off. of Sec & Oth)	294	222	202	2	18	0	72	63	2	7	0
Defense Supply Agency	1,202	763	603	48	94	18	439	330	57	44	8
Energy Department	452	359	308	13	34	4	93	81	7	5	0
Environmental Protection Agency	403	240	207	11	19	3	163	128	26	8	1
Equal Employment Opportunity Commission	172	78	15	23	40	0	94	30	35	28	1
Farm Credit Admin.	4	4	4	0	0	0	0	0	0	0	0
Fed. Communication Commission	26	18	14	1	3	0	8	8	0	0	0
Fed. Depositor's Insurance Corp.	157	111	103	3	5	0	46	34	6	6	0

[1] This category includes Native Americans and Asian Americans.

Data Source U.S. Civil Service Commission, Bureau of Personnel Management Information System (BPMIS), Employment as of November 30, 1977 (Computer Printout).

Table 1
Distribution of Federal Employees by Agency, Race, Ethnicity and Gender in Texas for 1977

		MALE					FEMALE				
	Total	Total	White/ Anglo	Black	Hispanic	Other	Total	White/ Anglo	Black	Hispanic	Other[1]
Fed. Home Loan Banking Board	61	51	46	2	3	0	10	10	0	0	0
Fed. Mediation & Concil. Services	12	10	9	0	1	0	2	2	0	0	0
Federal Trade Commission	27	18	14	2	2	0	9	6	3	0	0
General Accounting Office	130	104	95	5	4	0	26	23	2	1	0
General Svcs. Admin.	1,816	1,173	793	211	167	2	643	518	74	45	6
Government Printing Ofc.	21	15	12	0	3	0	6	6	0	0	0
Health, Education, & Welfare Department	3,896	1,394	1,036	135	205	18	2,502	1,835	303	344	20
Housing & Urban Develop. Dept.	954	543	443	40	55	5	411	319	47	42	3
Interior Department	1,110	870	666	30	167	7	240	191	15	30	4
Interstate Commerce Dept.	33	21	18	0	0	3	12	10	1	1	0
Justice Department*	3,739	2,939	2,213	102	612	12	800	584	40	174	2
Labor Department	743	451	357	35	55	4	292	218	33	37	4
Labor Relations Dept.	73	40	33	3	4	0	33	28	2	3	0
National Air & Space Admin.	3,510	2,839	2,620	107	84	28	671	554	66	38	13
Navy	2,456	1,779	990	74	707	8	677	553	27	92	5
Nuclear Regulatory Commission	65	51	48	2	1	0	14	13	1	0	0
Occupational Safety & Health	6	3	3	0	0	0	3	3	0	0	0
Postal Service	26,428	22,371	14,757	3,944	3,626	44	4,057	2,328	1,479	238	12

* This does not include the federal court system. Reader should refer to Section on Administration of Justice for such analysis.

[1] This category includes Native Americans and Asian Americans.

Data Source U.S. Civil Service Commission, Bureau of Personnel Management Information System (BPMIS), Employment as of November 30, 1977 (Computer Printout), Texas Statewide Analysis

Table 1

Distribution of Federal Employees by Agency, Race, Ethnicity and Gender in Texas for 1977

		MALE					FEMALE				
	Total	Total	White/ Anglo	Black	Hispanic	Other	Total	White/ Anglo	Black	Hispanic	Other[1]
Railroad Retirement	30	15	14	0	1	0	15	11	0	4	0
Securities & Exchange Commission	47	29	26	1	2	0	18	17	1	0	0
Selective Service Comm.	3	0	0	0	0	0	3	2	0	1	0
Small Business Administration	321	186	139	11	34	2	135	100	6	29	0
State Department (Excluding AID)	267	229	89	2	138	0	38	25	1	11	1
Tennessee Valley Authority	3	3	3	0	0	0	0	0	0	0	0
Transportation Dept.	4,139	3,579	3,199	119	212	49	560	496	36	25	3
Transportation Safety Board	9	7	7	0	0	0	2	2	0	0	0
Treasury Department	7,579	3,806	3,087	140	569	10	3,773	2,913	364	485	11
Veteran's Administration	11,827	6,003	3,812	1,353	808	30	5,824	4,030	1,389	361	44
TOTAL	134,254	95,710	63,097	9,645	22,528	440	38,544	27,347	5,386	5,555	256

SOURCE: U.S. Civil Service Commission, Bureau of Personnel Management Information System (BPMIS), Employment as of November 30, 1977 (Computer Printout). Texas, Statewide Analysis.

[1] This category includes Native Americans and Asian Americans.

Table 2

Page 1 of 3

Median Salary Levels Reported for Federal Employees In Agencies
Reporting 25 or More Employees in Texas as of November 30, 1977
By Race, Ethnicity, and Gender

	(x$1000) Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other	Total	White/ Anglo	Black	Hispanic	Other[1]
ACTION	14	23	18	12	30		12	13	11	12	
Air Force	15	15	17	14	15		12	12	12	11	
Agriculture	15	16	18	14	11		12	12	11	10	
Army	13	14	15	12	14		11	11	11	11	
Civil Service Commission	14	23	24	22	21		11	12	10	10	
Commerce Department	19	21	21	16	20		12	12	12	11	
Community Svcs. Admin. (C.S.A.)	26	30	31	29	30	Not included in this analysis.	14	13	23	14	Not included in this analysis.
Credit Union, National	21	23	23	23	9		11	12	NA[2]	10	
Defense Dept. (Off of Sec & Oth)	21	23	23	21	18		12	11	12	12	
Defense Supply Agency	16	20	20	16	13		12	12	10	10	
Energy Department	17	18	18	13	13		11	11	12	10	
Environmental Protection Agcy	16	22	23	15	15		11	11	9	9	
Equal Employment Opportunity Com. (E.E.O.C.)	15	21	20	21	23		12	12	12	12	
Federal Communication Comm. (F.C.C.)	18	20	22	26	18		10	10	NA[2]	NA[2]	
Federal Depositor's Ins. Corp. (F.D.I.C.)	13	18	18	19	26		9	10	8	7	
Fed. Home Loan Banking Board (F.H.L.B.)	19	22	23	15	19		11	11	NA[2]	NA[2]	
Federal Trade Commission (F.T.C.)	22	26	26	23	18		10	10	10	NA[2]	
General Accounting Office (G.A.O)	23	23	23	18	16		14	16	12	10	

[1] This category includes Native Americans and Asian Americans.

[2] Nonapplicable as there are no employees of this category in the agency.

Data Source: Derived from data provided by the U.S. Civil Service Commission, Bureau of Personnel Management Information System (BPMIS), Employment as of November 30, 1977 (Computer Printout).

NOTE: THESE DATA SHOULD BE INTERPRETED WITH CAUTION SINCE SOME CELLS CONTAINED ONLY ONE OR TWO PERSONS. WHERE ONLY TWO PERSONS WERE IN A CATEGORY, THE SALARY LEVEL OF THE LOWER LEVEL WAS REPORTED BY BPMIS AS THE MEDIAN SALARY LEVEL.

Table 2

Median Salary Levels Reported for Federal Employees In Agencies Reporting 25 or More Employees in Texas as of November 30, 1977 By Race, Ethnicity, and Gender

Page 2 of 3

	(x$1000)	MALE					FEMALE				
	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
General Services Administration (G.S.A.)	13	15	17	12	12	Not included in this analysis.	12	12	10	12	Not included in this analysis.
Health, Education & Wel. Dept (H.E.W.)	15	21	22	18	18		13	13	12	12	
Housing & Urban Develop. Dept. (H.U.D.)	20	24	25	23	21		12	12	10	11	
Interior Dept.	15	17	18	12	12		12	12	11	10	
Interstate Commerce Comm. (I.C.C.)	23	25	25	NA[2]	NA[2]		12	12	13	11	
Justice Dept.*	17	18	20	15	15		12	12	11	11	
Labor Dept.	20	26	26	24	26		12	13	11	12	
Labor Relations Board	19	31	32	26	27		13	13	11	14	
National Air & Space Admin. (N.A.S.A.)	30	31	31	18	22		12	13	10	11	
Navy	13	13	15	12	13		11	11	10	11	
Nuclear Regulatory Comm (N.R.C.)	31	33	34	27	18		12	13	7	NA[2]	
Postal Service	16	16	16	16	16		16	16	16	16	
Railroad Retirement	15	18	18	NA[2]	16		12	13	NA[2]	11	
Securities & Exchange Comm. (S.E.C.)	25	28	28	19	28		12	13	10	NA[2]	
Small Business Administration (S.B.A.)	19	25	26	23	22		12	12	12	11	
State Dept. (Excluding AID)	14	15	19	7	13		12	12	12	11	
Transportation Department	26	26	27	20	22		13	13	14	12	
Treasury Dept.	13	19	20	13	16		11	12	10	10	

* Data does not include the federal court system.

[1] This category includes Native Americans and Asian Americans.

[2] Nonapplicable as there were no employees of this category in the agency.

Data Source: Derived from data provided by the U.S. Civil Service Commission, Bureau of Personnel Management Information System (BPMIS), Employment as of November 30, 1977 (Computer Printout). Texas Statewide Analysis.

NOTE: THESE DATA SHOULD BE INTERPRETED WITH CAUTION SINCE SOME CELLS CONTAINED ONLY ONE OR TWO PERSONS. WHERE ONLY TWO PERSONS WERE IN A CATEGORY, THE SALARY LEVEL OF THE LOWER LEVEL WAS REPORTED BY BPMIS AS THE MEDIAN SALARY LEVEL.

Table 2

Median Salary Levels Reported for Federal Employees In Agencies Reporting 25 or More Employees in Texas as of November 30, 1977 By Race, Ethnicity, and Gender

	(x$1000) Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other	Total	White/ Anglo	Black	Hispanic	Other[1]
Veteran's Administration (V.A.)	12	13	15	11	11	Not included in analysis	12	12	11	10	Not included in this analysis.
Median for all Large Federal Agencies[3]	17	21	22	16	16		12	12	11	11	

Data Source: Derived from data provided by the U.S. Civil Service Commission, Bureau of Personnel Management Information System (BPMIS), Employment as of November 30, 1977 (Computer Printout). Texas Statewide Analysis

[1] This category includes Native Americans and Asian Americans.

[2] Nonapplicable as there were no employees of this category in this agency.

[3] Based on rankings of median salaries reported by each agency.

NOTE: THESE DATA SHOULD BE INTERPRETED WITH CAUTION SINCE SOME CELLS CONTAINED ONLY ONE OR TWO PERSONS. WHERE ONLY TWO PERSONS WERE IN A CATEGORY, THE SALARY LEVEL OF THE LOWER LEVEL WAS REPORTED BY BPMIS AS THE MEDIAN SALARY LEVEL.

Table 3

Range of Median Salaries Reported by Federal Agencies Having More Than 25 Employees for the Major Racial and Ethnic Groups in Texas by Gender

	Lowest Median Salary Reported	Reporting Agency	Highest Median Salary Reported	Reporting Agency
All Employees	$12,000	Veteran's Administration	$31,000	Nuclear Regulatory Commission
Males	$13,000	Navy/Veteran's Administration	$33,000	Nuclear Regulatory Commission
Females	$ 9,000	F.D.I.C.	$16,000	Postal Service
Blacks				
Males	$ 7,000	State Dept.	$29,000	Community Services Administration
Females	$ 7,000	Nuclear Regulatory Commission	$23,000	Community Services Administration
Hispanics				
Males	$ 9,000	Credit Union	$30,000	ACTION/Community Services Administration
Females	$ 7,000	F.D.I.C.	$16,000	Postal Service
White/Anglos				
Males	$15,000	Army/Navy/Veteran's Administration	$34,000	Nuclear Regulatory Commission
Females	$10,000	F.D.I.C./F.C.C./F.T.C.	$16,000	Postal/General Accounting Office

Data Source: Derived from Table 2 in Appendix A.

Table 4

Distribution of Federal Work Force By Race, Ethnicity, Gender, and Pay Plan in Texas

1977

Pay Plan	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
General Schedule	78,066	45,655	35,417	2,574	7,351	313	32,411	24,220	3,115	4,842	234
Wage Schedule	29,320	27,438	12,712	3,117	11,528	81	1,882	689	756	430	7
Postal Schedule	26,428	22,371	14,757	3,944	3,626	44	4,057	2,328	1,479	238	12
Other	440	246	211	10	23	2	194	110	36	45	3
Total All Plans	134,254	95,710	63,097	9,645	22,528	440	38,544	27,347	5,386	5,555	256

[1] Other includes Asian Americans and Native Americans.

SOURCE: U.S. Civil Service Commission, Bureau of Personnel Management Information System (BPMIS), Employment as of November 30, 1977. Computer Printout. Texas, Statewide Analysis

Table 5

Percentage Distribution of Federal Work force by Race, Ethnicity, Gender, and Pay Plan in Texas

1977

(Horizontal Distribution)

Pay Plan	Total[2]	MALE Total	MALE White/ Anglo	MALE Black	MALE Hispanic	MALE Other[1]	FEMALE Total	FEMALE White/ Anglo	FEMALE Black	FEMALE Hispanic	FEMALE Other[1]
General Schedule	100%	58.5	45.4	3.3	9.4	0.4	41.5	31.0	4.0	6.2	0.3
Wage Schedule	100%	93.6	43.4	10.6	39.3	0.3	6.4	2.3	2.6	1.5	*
Postal Schedule	100%	84.6	55.8	14.9	13.7	0.2	15.4	8.8	5.6	0.9	*
Other	100%	55.9	2.3	48.0	5.2	0.4	44.1	25.0	8.2	10.2	0.7
All Plans	100%	71.3	47.0	7.2	16.8	0.3	28.7	20.4	4.0	4.1	0.2

[1] Other includes Asian Americans and Native Americans.

(*) Less than 1/10 of 1%.

SOURCE: Data derived from Table 4, Appendix B.

[2] Totals may vary slightly from 100% due to rounding error.

Table 6

Distribution of Racial, Ethnic, and Gender Groups in the Federal Work force by Pay Plan

1977

(Vertical Distribution)

Pay Plan	Total	MALE Total	MALE White/ Anglo	MALE Black	MALE Hispanic	MALE Other[1]	FEMALE Total	FEMALE White/ Anglo	FEMALE Black	FEMALE Hispanic	FEMALE Other[1]
General Schedule	58.2	47.7	56.1	26.7	32.6	71.1	84.1	88.6	57.8	87.2	91.4
Wage Schedule	21.8	28.7	20.1	32.3	51.2	18.4	4.9	2.5	14.0	7.7	2.7
Postal Schedule	19.7	23.4	23.4	40.9	16.1	10.0	10.5	8.5	27.5	4.3	4.7
Other	0.3	0.3	0.3	0.1	0.1	0.4	0.5	0.4	0.7	0.8	1.2
All Plans[2]	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

[1] Other includes Asian Americans and Native Americans.

[2] Totals may vary slightly from 100% due to rounding error.

SOURCE: Data derived from Table 4, Appendix B.

Table 7

Distribution of Federal Employees
In the GS Pay Scale By Race, Ethnicity, Gender
In Texas For 1977

GS Grade		Total	MALE					FEMALE				
			Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
1	$6,219 - $8,082	160	78	45	21	11	1	82	53	14	14	1
2	$7,035 - $9,150	1,240	402	201	73	126	2	838	545	120	169	4
3	$7,930 - $10,306	5,683	1,541	726	267	534	14	4,142	2,779	509	818	36
4	$8,902 - $11,575	10,911	2,762	1,465	444	841	12	8,149	5,703	907	1,485	54
5	$9,959 - $12,947	10,895	3,997	2,330	484	1,162	21	6,898	5,113	629	1,110	46
6	$11,101 - $14,431	4,309	1,565	1,029	119	409	8	2,744	2,231	170	324	19
7	$12,336 - $16,035	7,570	4,368	3,122	234	989	23	3,202	2,584	187	408	23
8	$13,662 - $17,757	1,466	857	592	41	220	4	609	516	52	36	5
9	$15,090 - $19,617	10,005	6,959	5,309	288	1,320	42	3,046	2,474	274	274	24
10	$16,618 - $21,604	1,246	845	702	36	104	3	401	304	43	54	0
11	$18,258 - $23,739	8,567	7,103	6,103	222	729	49	1,464	1,202	141	109	12
12	$21,883 - $28,444	7,048	6,484	5,717	195	525	47	564	471	59	28	6
13	$26,022 - $33,825	5,336	5,165	4,771	118	236	40	171	151	7	11	2
14	$30,750 - $39,975	2,366	2,314	2,165	25	93	31	52	50	1	1	0
15	$36,171 - $47,025	1,175	1,129	1,058	7	48	16	46	42	1	1	2
16	$42,423 - $53,735*	69	67	63	0	4	0	2	1	1	0	0
17	$49,696 * - $56,324 *	18	17	17	0	0	0	1	1	0	0	0
18	$58,245 *	2	2	2	0	0	0	0	0	0	0	0
TOTAL		78,066	45,655	35,417	2,574	7,351	313	32,411	24,220	3,115	4,842	234

SOURCE: U.S. Civil Service Commission, Bureau of Personnel Management Information System, Texas, 1977, Statewide Analysis, Computer Printout. Salary rates based on General Schedule by Pay Raise set by Executive Order 12010, effective Oct. 9, 1977.

[1] Other includes Asian Americans and Native Americans.

Table 8

Distribution of Federal Work force In Texas On WG Pay Scale By Race, Ethnicity, Gender And WG Grade For 1977

WG Grade	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
1	385	290	88	110	91	1	95	17	55	21	2
2	1,233	958	314	268	375	1	275	55	143	75	2
3	1,275	1,045	212	179	651	3	230	51	145	34	0
4	750	618	216	108	291	3	132	50	62	20	0
5	2,599	2,353	946	521	876	10	246	121	100	25	0
6	2,226	2,009	622	392	990	5	217	100	64	52	1
7	2,018	1,862	553	300	1,006	3	156	75	39	41	1
8	2,435	2,282	1,004	311	963	4	153	73	50	30	0
9	3,105	2,981	1,242	245	1,487	7	124	34	25	65	0
10	6,606	6,512	3,360	307	2,833	12	94	39	17	38	0
11	1,673	1,655	1,000	59	590	6	18	12	2	4	0
12	845	844	549	20	271	4	1	1	0	0	0
13	269	266	193	8	63	2	3	3	0	0	0
14	25	25	19	0	6	0	0	0	0	0	0
TOTAL	25,444	23,700	10,318	2,828	10,493	61	1,744	631	702	405	6

SOURCE: U.S. Civil Service Commission, Bureau of Personnel Management Information System, Texas, Statewide Employment as of November 30, 1977. Computer Printout

[1] Other includes Asian Americans and Native Americans.

Table 9

Distribution of Federal Work Force In Texas On WL Pay Scale By Race, Ethnicity, Gender And And Wage Level Grade for 1977

WL Grade	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
1	-------	-------	NONE	-------	-------	-------	-------	-------	-------	-------	-------
2	46	40	6	10	24	0	6	0	4	2	0
3	45	42	3	10	28	1	3	0	1	2	0
4	38	36	15	6	15	0	2	1	1	0	0
5	47	40	16	10	14	0	7	4	3	0	0
6	34	32	17	5	10	0	2	1	1	0	0
7	27	27	16	7	4	0	0	0	0	0	0
8	73	72	35	12	24	1	1	1	0	0	0
9	142	141	98	10	33	0	1	1	0	0	0
10	219	219	168	10	37	4	0	0	0	0	0
11	58	58	51	0	7	0	0	0	0	0	0
12	9	9	4	0	5	0	0	0	0	0	0
13	16	16	11	1	4	0	0	0	0	0	0
TOTAL	754	732	440	81	205	6	22	8	10	4	0

SOURCE: U.S. Civil Service Commission, Bureau of Personnel Management Information System, Texas, Statewide Employment as of November 30, 1977. Computer Printout

[1] Other includes Asian Americans and Native Americans.

Table 10

Distribution of Federal Work force In Texas On WS Pay Scale By Race, Ethnicity, Gender And WS Grade For 1977

WS Grade	Total	MALE Total	MALE White/ Anglo	MALE Black	MALE Hispanic	MALE Other[1]	FEMALE Total	FEMALE White/ Anglo	FEMALE Black	FEMALE Hispanic	FEMALE Other[1]
1	71	60	14	25	21	0	11	2	3	6	0
2	53	38	10	15	12	1	15	4	9	2	0
3	71	69	26	6	37	0	2	1	1	0	0
4	87	81	47	14	20	0	6	0	6	0	0
5	166	161	81	18	60	2	5	4	1	0	0
6	157	153	88	15	50	0	4	4	0	0	0
7	280	279	157	23	96	3	1	0	1	0	0
8	293	290	204	24	61	1	3	2	1	0	0
9	472	470	312	21	134	3	2	2	0	0	0
10	535	535	350	15	168	2	0	0	0	0	0
11	187	186	137	4	44	1	1	1	0	0	0
12	105	105	81	3	20	1	0	0	0	0	0
13	97	97	71	1	25	0	0	0	0	0	0
14	66	66	50	3	13	0	0	0	0	0	0
15	30	30	26	0	4	0	0	0	0	0	0
16	11	11	5	0	6	0	0	0	0	0	0
17	5	5	5	0	0	0	0	0	0	0	0
TOTAL	2,636	2,636	1,664	187	771	14	50	20	22	8	0

SOURCE: U.S. Civil Service Commission, Bureau of Personnel Management Information System, Texas, Statewide Employment as of November 30, 1977 (Computer Printout).

[1] Other includes Asian Americans and Native Americans.

Table 11

Distribution of Federal Work Force In Texas On WD Pay Scale By Race, Ethnicity, Gender And WD Grade For 1977

WD Grade	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
1	--------	--------	--------	--------	--------	NONE	--------	--------	--------	--------	--
2	2	2	2	0	0	0	0	0	0	0	0
3	--------	--------	--------	--------	--------	NONE	--------	--------	--------	--------	--
4	2	1	1	0	0	0	1	1	0	0	0
5	13	12	9	1	2	0	1	0	0	1	0
6	50	50	42	0	8	0	0	0	0	0	0
7	26	25	13	12	0	0	1	1	0	0	0
8	57	57	50	1	6	0	0	0	0	0	0
TOTAL	150	147	117	14	16	0	3	2	0	1	0

SOURCE: U.S. Civil Service Commission, Bureau of Personnel Management Information System, Texas, Statewide Employment as of November 30, 1977 (Computer Printout)

[1] Other includes Asian Americans and Native Americans.

Table 12

Distribution of Federal Work Force In Texas On WN Pay Scale By Race, Ethnicity, Gender, and WN Grade For 1977

WN Grade	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
1	---	---	---	---	---	NONE	---	---	---	---	---
2	---	---	---	---	---	NONE	---	---	---	---	---
3	---	---	---	---	---	NONE	---	---	---	---	---
4	2	2	2	0	0	0	0	0	0	0	0
5	---	---	---	---	---	NONE	---	---	---	---	---
6	3	3	3	0	0	0	0	0	0	0	0
7	9	9	6	0	3	0	0	0	0	0	0
8	1	1	1	0	0	0	0	0	0	0	0
9	1	1	1	0	0	0	0	0	0	0	0
TOTAL	16	16	13	0	3	0	0	0	0	0	0

SOURCE: U.S. Civil Service Commission, Bureau of Personnel Management Information System, Texas, Statewide Employment as of November 30, 1977 (Computer Printout).

---

[1] Other includes Asian Americans and Native Americans.

Table 13

Federal Employees in Texas Covered By Other Wages System Pay Schedule for 1977

Other Wage Sys.	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
	270	207	161	18	28	0	63	28	22	12	1
TOTAL	270	207	161	18	28	0	63	28	22	12	1

SOURCE: U.S. Civil Service Commission, Bureau of Personnel Management Information System, Texas, Statewide Employment as of November 30, 1977 (Computer Printout)

[1] Other includes Asian Americans and Native Americans.

Table 14

Distribution of Federal Work Force In The Postal System Pay Plan By Race, Ethnicity, Gender In Texas For 1977

PS Grade	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
1	20	18	7	3	8	0	2	0	2	0	0
2	192	170	62	78	30	0	22	5	17	0	0
3	164	153	61	67	25	0	11	1	9	1	0
4	1,299	1,245	435	598	212	0	54	33	18	2	1
5	15,360	13,037	8,521	2,222	2,263	31	2,323	1,229	950	136	8
6	4,383	3,489	2,015	724	743	7	894	396	435	63	0
7	134	126	94	14	18	0	8	5	0	3	0
8	14	34	29	0	5	0	0	0	0	0	0
9	95	69	50	7	11	1	26	25	0	1	0
10	17	10	5	1	4	0	7	5	0	1	1
11	55	19	7	9	3	0	36	22	8	6	0
12	311	101	93	1	7	0	210	196	5	0	1
13	49	27	22	3	2	0	22	15	4	2	1
14	97	67	49	8	10	0	30	26	3	1	0
15	1,241	1,059	796	124	138	1	182	153	19	10	0
16	355	339	268	26	45	0	16	11	4	1	0
17	379	313	283	13	17	0	66	64	2	0	0
18	374	359	309	18	31	1	15	14	1	0	0

---

[1] Other includes Asian Americans and Native Americans.

Table 14

Distribution of Federal Work Force
In The Postal System Pay Plan By Race, Ethnicity, Gender
In Texas For 1977

PS Grade	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
19	92	86	62	7	17	0	6	5	1	0	0
20	183	178	162	3	12	1	5	5	0	0	0
21	91	89	74	8	7	0	2	1	1	0	0
22	54	51	45	2	4	0	3	3	0	0	0
23	48	47	44	0	3	0	1	1	0	0	0
24	28	28	27	0	1	0	0	0	0	0	0
25	7	7	6	1	0	0	0	0	0	0	0
26	17	17	17	0	0	0	0	0	0	0	0
27	3	3	2	0	1	0	0	0	0	0	0
28	0	0	0	0	0	0	0	0	0	0	0
29	2	2	2	0	0	0	0	0	0	0	0
30	3	3	3	0	0	0	0	0	0	0	0
Subtotal	25,087	21,146	13,550	3,937	3,617	42	3,941	2,215	1,479	235	12
Rural Carriers	1,341	1,225	1,207	7	9	2	116	113	0	3	0
TOTAL	26,428	22,371	14,757	3,944	3,626	44	4,057	2,328	1,479	238	12

---

[1] Other includes Asian Americans and Native Americans.

APPENDIX C

Table 1

Distribution of State Workforce By Race, Ethnicity, Gender, and State Agency (Texas, 1977)

	ALL GROUPS			WHITE/ANGLO			HISPANIC			BLACK			OTHER[1]		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
Bd. of Public Accountancy	13	0	13	11	0	11	2	0	2	0	0	0	0	0	0
Adjutant General	196	135	61	136	82	54	39	34	5	20	18	2	1	1	0
Aeronautic Commission	32	20	12	28	18	10	1	1	0	2	1	1	1	0	1
Agriculture, Dept. of	549	387	162	427	311	116	62	46	16	58	30	28	2	0	2
Air Control Board	352	257	95	331	241	90	17	13	4	2	1	1	2	2	0
Alcoholic Beverage Comm.	578	463	115	412	315	97	152	138	14	13	9	4	1	1	0
Alcoholism, Commission of	56	29	27	47	25	22	5	3	2	4	1	3	0	0	0
Amusement Machine Comm.	23	15	8	18	11	7	4	3	1	1	1	0	0	0	0
Animal Health Commission	355	286	69	314	265	49	22	15	7	18	5	13	1	1	0
Architectual Examiners, Bd.	4	1	3	4	1	3	0	0	0	0	0	0	0	0	0
Arts & Humanities Comm.	15	5	10	11	4	7	1	0	1	2	1	1	1	0	1
Attorney General	312	166	146	255	138	117	34	16	18	22	11	11	1	1	0
Auditor	150	117	33	139	109	30	6	5	1	5	3	2	0	0	0

SOURCE: Office of the Governor, Office of Personnel and Equal Employment Opportunity Report of EEO4 Data for 1977 for Texas State Government (Computer Printout) 1/13/78.

[1] Other includes Asian Americans and Native Americans.

Table 1

Distribution of State Workforce By Race, Ethnicity, Gender, and State Agency (Texas, 1977)

	ALL GROUPS			WHITE/ANGLO			HISPANIC			BLACK			OTHER[1]		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
Banking-Finance Corporation	161	130	31	143	118	25	9	7	2	9	5	4	0	0	0
Bar of Texas	101	39	62	86	33	53	9	3	6	6	3	3	0	0	0
Barber Examiners Board of	15	11	4	12	8	4	2	2	0	1	1	0	0	0	0
Basic Sciences, Board of Exam.	4	0	4	3	0	3	1	0	1	0	0	0	0	0	0
Blind, Comm. of the	599	204	395	443	156	287	103	31	72	50	14	36	3	3	0
Building Commission	40	30	10	35	25	10	1	1	0	4	4	0	0	0	0
Chiropractic Examiners, Bd.	1	0	1	1	0	1	0	0	0	0	0	0	0	0	0
Coast & Marine Council	6	2	4	6	2	4	0	0	0	0	0	0	0	0	0
Community Affairs	226	107	119	146	63	83	44	25	19	32	16	16	4	3	1
Comptroller of Public Accts.	1,888	1,033	855	1,456	800	656	241	139	102	181	88	93	10	6	4
Control, Bd. of	653	460	193	480	331	149	58	47	11	114	81	33	1	1	0
Consumer Credit Commission	31	24	7	29	22	7	2	2	0	0	0	0	0	0	0
Coordinating Bd., Coll&Univ	127	50	77	100	42	58	12	5	7	13	2	11	2	1	1

SOURCE: Office of the Governor, Office of Personnel and Equal Employment Opportunity Report of EEO4 Data for 1977 for Texas State Government (Computer Printout) 1/13/78.

[1] Other includes Asian Americans and Native Americans.

Table 1

Distribution of State Workforce By Race, Ethnicity, Gender, and State Agency (Texas, 1977)

	ALL GROUPS			WHITE/ANGLO			HISPANIC			BLACK			OTHER[1]		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
Correction, Dept. of	2,945	2,612	333	2,552	2,254	298	168	163	5	217	188	29	8	7	1
Cosmetology Commission	57	12	45	41	8	33	6	2	4	10	2	8	0	0	0
Court of Civil Appeals-1st Dist	7	1	6	7	1	6	0	0	0	0	0	0	0	0	0
Court of Civil Appeals-2nd Dist	5	3	2	5	3	2	0	0	0	0	0	0	0	0	0
Court of Civil Appeals-3rd Dis	7	4	3	5	2	3	0	0	0	2	2	0	0	0	0
Court of Civil Appeals-4th Dis	7	2	5	6	2	4	1	0	1	0	0	0	0	0	0
Court of Civil Appeals-5th Dis	8	3	5	7	2	5	0	0	0	1	1	0	0	0	0
Court of Civil Appeals-6th Dis	5	2	3	4	1	3	0	0	0	1	1	0	0	0	0
Court of Civil Appeals-7th Dis	6	2	4	6	2	4	0	0	0	0	0	0	0	0	0
Court of Civil Appeals-8th Dis	4	0	4	3	0	3	1	0	1	0	0	0	0	0	0
Court of Civil Appeals-9th Dis	5	1	4	5	1	4	0	0	0	0	0	0	0	0	0
Court of Civil Appeals-10th	3	1	2	2	0	2	1	1	0	0	0	0	0	0	0
Court of Civil Appeals-11th	4	1	3	4	1	3	0	0	0	0	0	0	0	0	0

SOURCE: Office of the Governor, Office of Personnel and Equal Employment Opportunity Report of EEO4 Data for 1977 for Texas State Government (Computer Printout) 1/13/78.

[1] Other includes Asian Americans and Native Americans.

Table 1

Distribution of State Workforce By Race, Ethnicity, Gender, and State Agency (Texas, 1977)

	ALL GROUPS			WHITE/ANGLO			HISPANIC			BLACK			OTHER[1]		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
Court of Civil Appeals-12th	6	3	3	6	3	3	0	0	0	0	0	0	0	0	0
Court of Civil Appeals-13th	7	3	4	6	3	3	1	0	1	0	0	0	0	0	0
Court of Civil Appeals-14th	7	3	4	7	3	4	0	0	0	0	0	0	0	0	0
Court of Crim. Appeals	36	19	17	34	18	16	0	0	0	2	1	1	0	0	0
Credit Union Commission	16	13	3	16	13	3	0	0	0	0	0	0	0	0	0
Deaf, Comm. for the	5	1	4	3	1	2	2	0	2	0	0	0	0	0	0
Dental Examiners Board of	9	5	4	8	5	3	1	0	1	0	0	0	0	0	0
Education Agency	935	459	476	778	385	393	98	41	57	57	33	24	2	0	2
Employment Commission	4,391	2,102	2,289	3,236	1,553	1,683	725	379	346	406	159	247	24	11	13
Energy Adv. Board	36	17	19	33	15	18	1	1	0	2	1	1	0	0	0
Engineers, Bd. of Regist. For Pro.	21	4	17	18	4	14	2	0	2	1	0	1	0	0	0
Fire Protect. Person. Stand. & Ed.	3	2	1	3	2	1	0	0	0	0	0	0	0	0	0
Firemen's Pension Comm.	4	2	2	4	2	2	0	0	0	0	0	0	0	0	0

SOURCE: Office of the Governor, Office of Personnel and Equal Employment Opportunity Report of EEO4 Data for 1977 for Texas State Government (Computer Printout) 1/13/78.

[1] Other includes Asian Americans and Native Americans.

Table 1

Distribution of State Workforce By Race, Ethnicity, Gender, and State Agency (Texas, 1977)

	ALL GROUPS			WHITE/ANGLO			HISPANIC			BLACK			OTHER[1]		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
Good Neighbor Commission	7	3	4	1	0	1	6	3	3	0	0	0	0	0	0
Governor-Exec. (16 Divisions)	225	131	94	179	108	71	28	14	14	17	9	8	1	0	1
Handicapped, Off. for the Vis	9	4	5	9	4	5	0	0	0	0	0	0	0	0	0
Health, Dept. of	4,377	1,770	2,607	3,159	1,403	1,756	791	262	529	406	96	310	21	9	12
Health Facilities Comm	23	9	14	18	8	10	4	1	3	0	0	0	1	0	1
Hearing Aids, Bd. of Exam. for the	2	1	1	2	1	1	0	0	0	0	0	0	0	0	0
Highway Department	13,969	12,471	1,498	11,444	10,100	1,344	1,909	1,818	91	584	524	60	32	29	3
Historical Commission	37	16	21	35	16	19	1	0	1	1	0	1	0	0	0
House of Representatives	150	78	72	117	51	66	12	9	3	20	17	3	1	1	0
Indian Affairs, Commission for	35	20	15	7	5	2	4	1	3	0	0	0	24	14	10
Industrial Acc. Board	213	45	168	149	36	113	31	5	26	33	4	29	0	0	0
Industrial Commission	54	30	24	40	24	16	7	4	3	7	2	5	0	0	0
Insurance, Board of	620	322	298	538	304	234	44	11	33	33	6	27	5	1	4

SOURCE: Office of the Governor, Office of Personnel and Equal Employment Opportunity Report of EEO4 Data for 1977 for Texas State Government (Computer Printout) 1/13/78.

[1] Other includes Asian Americans and Native Americans.

Table 1

Distribution of State Workforce By Race, Ethnicity, Gender, and State Agency (Texas, 1977)

	ALL GROUPS			WHITE/ANGLO			HISPANIC			BLACK			OTHER[1]		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
Intergovernmental Relations, Adv. Commission	20	7	13	16	6	10	2	1	1	2	0	2	0	0	0
Judicial Council, Civil	13	5	8	11	5	6	2	0	2	0	0	0	0	0	0
Judicial Qualifications Comm.	2	1	1	2	1	1	0	0	0	0	0	0	0	0	0
Labor Statistics Bureau of	129	79	50	96	66	30	17	7	10	14	5	9	2	1	1
Land Office	272	148	124	215	131	84	32	9	23	25	8	17	0	0	0
Landscape Architects, Bd.	2	0	2	2	0	2	0	0	0	0	0	0	0	0	0
Law Enforcement Off. Stand & Ed.	65	39	26	58	37	21	4	2	2	3	0	3	0	0	0
Law Library	6	1	5	4	1	3	1	0	1	1	0	1	0	0	0
Legislative Budget Board	54	29	25	47	25	22	4	2	2	3	2	1	0	0	0
Legislative Council	148	63	85	129	53	76	13	8	5	6	2	4	0	0	0
Legislative Reference Library	10	1	9	10	1	9	0	0	0	0	0	0	0	0	0
Library & Historical Commission	165	65	100	131	54	77	20	8	12	14	3	11	0	0	0
Medical Examiners, Board of	24	7	17	21	6	15	3	1	2	0	0	0	0	0	0

SOURCE: Office of the Governor, Office of Personnel and Equal Employment Opportunity Report of EEO4 Data for 1977 for Texas State Government (Computer Printout) 1/13/78.

[1] Other includes Asian Americans and Native Americans.

Table 1

Distribution of State Workforce By Race, Ethnicity, Gender, and State Agency (Texas, 1977)

	ALL GROUPS			WHITE/ANGLO			HISPANIC			BLACK			OTHER[1]		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
Mental Health & Mental Retardation	23,951	7,616	16,335	15,696	5,196	10,500	2,628	980	1,648	5,452	1,379	4,073	175	61	114
Morticians, Board of	4	2	2	4	2	2	0	0	0	0	0	0	0	0	0
Motor Vehicles Commission	5	2	3	5	2	3	0	0	0	0	0	0	0	0	0
National Guard Armory Board	64	54	10	46	37	9	8	8	0	9	8	1	1	1	0
Natural Fibers & Food Protein Committee	3	1	2	3	1	2	0	0	0	0	0	0	0	0	0
Nimitz Museum, Admiral	5	2	3	5	2	3	0	0	0	0	0	0	0	0	0
Nurse Examiners Board of	18	1	17	12	1	11	3	0	3	2	0	2	1	0	1
Nursing Home Admins., Board of	4	1	3	4	1	3	0	0	0	0	0	0	0	0	0
Optometry Board	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Pardons, & Paroles, Bd. of	241	115	126	138	68	70	34	13	21	68	33	35	1	1	0
Parks & Wildlife Dept.	1,800	1,416	384	1,531	1,235	296	201	134	67	57	39	18	11	8	3
Pharmacy, Board of	13	7	6	10	6	4	2	1	1	1	0	1	0	0	0
Physical Fitness, Comm. of	3	3	0	3	3	0	0	0	0	0	0	0	0	0	0

SOURCE: Office of the Governor, Office of Personnel and Equal Employment Opportunity Report of EEO4 Data for 1977 for Texas State Government (Computer Printout) 1/13/78.

[1] Other includes Asian Americans and Native Americans.

Table 1

Distribution of State Workforce By Race, Ethnicity, Gender, and State Agency (Texas, 1977)

	ALL GROUPS			WHITE/ANGLO			HISPANIC			BLACK			OTHER[1]		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
Physical Therapy Examiners, Bd. of	2	0	2	2	0	2	0	0	0	0	0	0	0	0	0
Plumbing Examiners, Bd. of	14	9	5	12	7	5	1	1	0	0	0	0	1	1	0
Podiatry Examiners, Bd. of	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Private Detectives, Inv., Pat. Guard, Mgrs. Bd.	25	10	15	22	9	13	1	0	1	1	1	0	1	0	1
Psychologist, Bd. of Examiners for	2	0	2	2	0	2	0	0	0	0	0	0	0	0	0
Public Safety, Dept. of	4,359	3,185	1,174	3,862	2,828	1,034	308	226	82	184	127	57	5	4	1
Railroad Commission	585	342	243	536	320	216	22	6	16	15	9	6	12	7	5
Real Estate Commission	64	26	38	56	26	30	6	0	6	2	0	2	0	0	0
Regents, State Senior College Bd. of	3	2	1	3	2	1	0	0	0	0	0	0	0	0	0
Rehabilitation Commission	1,735	683	1,052	1,313	547	766	277	91	186	141	43	98	4	2	2
Retirement Sys. County & Dist.	12	3	9	12	3	9	0	0	0	0	0	0	0	0	0
Retirement Sys. Employees	106	24	82	84	20	64	8	1	7	12	3	9	2	0	2
Retirement Sys. Teachers	205	65	140	156	50	106	24	8	16	25	7	18	0	0	0

SOURCE: Office of the Governor, Office of Personnel and Equal Employment Opportunity Report of EEO4 Data for 1977 for Texas State Government (Computer Printout) 1/13/78.

[1] Other includes Asian Americans and Native Americans.

Table 1

Distribution of State Workforce By Race, Ethnicity, Gender, and State Agency (Texas, 1977)

	ALL GROUPS			WHITE/ANGLO			HISPANIC			BLACK			OTHER[1]		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
Retirement Sys. Texas Mun.	17	6	11	15	5	10	1	0	1	0	0	0	1	1	0
Rio Grande Compact Comm.	2	2	0	2	2	0	0	0	0	0	0	0	0	0	0
Savings & Loan Department	32	25	7	31	25	6	1	0	1	0	0	0	0	0	0
Secretary of State	146	38	108	120	33	87	19	2	17	7	3	4	0	0	0
Securities Board	53	23	30	41	22	19	7	1	6	4	0	4	1	0	1
Senate	76	35	41	59	22	37	3	1	2	14	12	2	0	0	0
Soil and Water Conservation Bd.	21	17	4	20	17	3	1	0	1	0	0	0	0	0	0
State-Federal Relations, Ofc. of	20	10	10	18	10	8	1	0	1	1	0	1	0	0	0
Structural Pest Control	9	7	2	8	6	2	1	1	0	0	0	0	0	0	0
Supreme Court	34	15	19	29	12	17	1	0	1	4	3	1	0	0	0
Surplus Property Agency	51	38	13	38	26	12	5	4	1	8	8	0	0	0	0
Surveyors, Bd. of Requist. for Pub.	2	0	2	2	0	2	0	0	0	0	0	0	0	0	0
Technical Voc. Ed., Advisory Council	7	3	4	5	2	3	0	0	0	2	1	1	0	0	0

SOURCE: Office of the Governor, Office of Personnel and Equal Employment Opportunity Report of EEO4 Data for 1977 for Texas State Government (Computer Printout) 1/13/78.

[1] Other includes Asian Americans and Native Americans.

Table 1

Distribution of State Workforce By Race, Ethnicity, Gender, and State Agency (Texas, 1977)

	ALL GROUPS			WHITE/ANGLO			HISPANIC			BLACK			OTHER[1]		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
Tourist Development Agency	10	5	5	9	5	4	0	0	0	1	0	1	0	0	0
Treasurer	89	48	41	76	42	34	7	3	4	6	3	3	0	0	0
Turnpike Authority	283	210	73	251	192	59	3	1	2	29	17	12	0	0	0
Utilities Comm., Public	82	36	46	73	31	42	5	3	2	4	2	2	0	0	0
Veterans Affairs Commission	74	42	32	66	40	26	5	1	4	2	0	2	1	1	0
Veterinary Examiners, Bd. of	3	2	1	3	2	1	0	0	0	0	0	0	0	0	0
Vocational Nurse Examiners, Bd. of	12	0	12	10	0	10	1	0	1	1	0	1	0	0	0
Water Development Board	337	235	102	292	210	82	33	18	15	12	7	5	0	0	0
Water Quality Board	401	265	136	366	251	115	22	10	12	10	3	7	3	1	2
Water Rights Commission	169	120	49	150	109	41	10	4	6	3	1	2	6	6	0
Welfare, Dept. of Public	14,138	3,718	10,420	9,657	2,629	7,028	3,134	923	2,211	1,275	134	1,141	72	32	40
Youth Council	1,625	973	652	1,179	684	495	136	86	50	300	194	106	10	9	1
TOTAL	86,573	44,035	42,538	64,349	34,593	29,756	11,688	5,816	5,872	10,077	3,398	6,679	459	228	231

SOURCE: Office of the Governor, Office of Personnel and Equal Employment Opportunity Report of EEO4 Data for 1977 for Texas State Government (Computer Printout) 1/13/78.

[1] Other includes Asian Americans and Native Americans.

Table 2

Percentage Distribution of State Workforce By Race, Ethnicity, Gender, and State Agency for All State Agencies Having 25 or More Employees (Texas, 1977)

	ALL GROUPS			WHITE/ANGLO			HISPANIC			BLACK			OTHER[1]		
	TOTAL[2]	MALE	FEMALE	TOTAL[2]	MALE	FEMALE	TOTAL[2]	MALE	FEMALE	TOTAL[2]	MALE	FEMALE	TOTAL[2]	MALE	FEMALE
Adjutant General	100%	68.9	31.1	69.4	41.8	27.6	19.9	17.3	2.5	10.2	9.2	1.0	0.5	0.5	0.0
Aeronautic Commission	100%	62.5	37.5	87.5	56.2	31.2	3.1	3.1	0.0	6.2	3.1	3.1	3.1	0.0	3.1
Agriculture, Dept. of	100%	70.5	29.5	77.8	56.6	21.1	11.3	8.4	2.9	10.6	5.5	5.1	0.4	0.0	0.4
Air Control Board	100%	73.0	27.0	94.0	68.5	25.6	4.8	3.7	1.1	0.6	0.3	0.3	0.6	0.6	0.0
Alcoholic Beverage Comm.	100%	80.1	19.9	71.3	54.5	16.8	26.3	23.9	2.4	2.2	1.6	0.7	0.2	0.2	0.0
Alcoholism, Commission of	100%	51.8	48.2	83.9	44.6	39.3	8.9	5.4	3.6	7.1	1.8	5.4	0.0	0.0	0.0
Animal Health Commission	100%	80.6	19.4	88.4	74.6	13.8	6.2	4.2	2.0	5.1	1.4	3.7	0.3	0.3	0.0
Attorney General	100%	53.2	46.8	81.7	44.2	37.5	10.9	5.1	5.8	7.0	3.5	3.5	0.3	0.3	0.0
Auditor	100%	78.0	22.0	92.7	72.7	20.0	4.0	3.3	0.7	3.3	2.0	1.3	0.0	0.0	0.0
Banking-Finance Corporation	100%	80.7	19.3	88.8	73.3	15.5	5.6	4.3	1.2	5.6	3.1	2.5	0.0	0.0	0.0
Bar of Texas	100%	38.6	61.4	85.1	32.7	52.5	8.9	3.0	5.9	5.9	3.0	3.0	0.0	0.0	0.0
Blind, Comm. of the	100%	34.1	65.9	74.0	26.0	47.9	17.2	5.2	12.0	8.3	2.3	6.0	0.5	0.5	0.0
Building Commission	100%	75.0	25.0	87.5	62.5	25.0	2.5	2.5	0.0	10.0	10.0	0.0	0.0	0.0	0.0

SOURCE: Office of the Governor, Office of Personnel and Equal Employment Opportunity. Report of EEO 4 data for 1977 for Texas State Government (Computer Printout), Jan. 13, 1978.

Table 2

Percentage Distribution of State Workforce By Race, Ethnicity, Gender, and State Agency for All State Agencies Having 25 or More Employees (Texas, 1977)

	ALL GROUPS			WHITE/ANGLO			HISPANIC			BLACK			OTHER		
	TOTAL [2]	MALE	FEMALE	TOTAL [2]	MALE	FEMALE	TOTAL [2]	MALE	FEMALE	TOTAL [2]	MALE	FEMALE	TOTAL [2]	MALE	FEMALE
Community Affairs	100%	47.3	52.7	64.6	27.9	36.7	19.5	11.1	8.4	14.2	7.1	7.1	1.8	1.3	0.4
Comptroller of Public Accts.	100%	54.7	45.3	77.1	42.4	34.7	12.8	7.4	5.4	9.6	4.7	4.9	0.5	0.3	0.2
Control, Bd. of	100%	70.4	29.6	73.5	50.7	22.8	8.9	7.2	1.7	17.5	12.4	5.1	0.2	0.2	0.0
Consumer Credit Commission	100%	77.4	22.6	93.5	71.0	22.6	6.4	6.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Coordinating Bd., Coll&Univ	100%	39.4	60.6	78.7	33.1	45.7	9.4	3.9	5.5	10.2	1.6	8.7	1.6	0.8	0.8
Correction, Dept. of	100%	88.7	11.3	86.7	76.5	10.1	5.7	5.5	0.2	7.4	6.4	1.0	0.3	0.2	*
Cosmetology Commission	100%	21.1	78.9	71.9	14.0	57.9	10.5	3.5	7.0	17.5	3.5	14.0	0.0	0.0	0.0
Court of Crim. Appeals	100%	52.8	47.2	94.4	50.0	44.4	0.0	0.0	0.0	5.6	2.8	2.8	0.0	0.0	0.0
Education Agency	100%	49.1	50.9	83.2	41.2	42.0	10.5	4.4	6.1	6.1	3.5	2.6	0.2	0.0	0.2
Employment Commission	100%	47.8	52.1	73.7	35.4	38.3	16.5	8.6	7.9	9.2	3.6	5.6	0.5	0.2	0.3
Energy Adv. Board	100%	47.2	52.8	91.7	41.6	50.0	2.8	2.8	0.0	5.6	2.8	2.8	0.0	0.0	0.0
Governor-Exec. (16 Divisions)	100%	58.2	41.8	79.6	48.0	31.6	12.4	6.2	6.2	7.6	4.0	3.6	0.4	0.0	0.4
Health, Dept. of	100%	40.4	59.6	72.2	32.1	40.1	18.1	6.0	12.1	9.3	2.2	7.1	0.5	0.2	0.3

SOURCE: Office of the Governor, Office of Personnel and Equal Employment Opportunity. Report of EEO 4 data for 1977 for Texas State Government (Computer Printout), Jan. 13, 1978.

Table 2

Percentage Distribution of State Workforce By Race, Ethnicity, Gender, and State Agency for All State Agencies Having 25 or More Employees (Texas, 1977)

	ALL GROUPS			WHITE/ANGLO			HISPANIC			BLACK			OTHER[1]		
	TOTAL[2]	MALE	FEMALE	TOTAL[2]	MALE	FEMALE	TOTAL[2]	MALE	FEMALE	TOTAL[2]	MALE	FEMALE	TOTAL[2]	MALE	FEMALE
Highway Department	100%	89.3	10.7	83.6	73.7	9.8	13.9	13.3	0.7	4.3	3.8	0.4	0.2	0.2	*
Historical Commission	100%	43.2	56.8	94.6	43.2	51.4	2.7	0.0	2.7	2.7	0.0	2.7	0.0	0.0	0.0
House of Representatives	100%	52.0	48.0	78.0	34.0	44.0	26.0	6.0	20.0	13.3	11.3	2.0	0.7	0.7	0.0
Indian Affairs, Commission for	100%	43.2	56.8	20.0	14.3	5.7	11.4	2.9	8.6	0.0	0.0	0.0	68.6	40.0	28.6
Industrial Acc. Board	100%	21.1	78.9	70.0	17.0	53.0	14.6	2.3	12.2	15.5	1.9	13.6	0.0	0.0	0.0
Industrial Commission	100%	55.6	44.4	74.1	44.4	29.6	13.0	7.4	5.6	13.0	3.7	9.3	0.0	0.0	0.0
Insurance, Board of	100%	51.9	48.1	86.8	49.0	37.7	7.1	1.8	5.3	5.3	1.0	4.4	0.8	0.2	0.6
Labor Statistics Bureau of	100%	61.2	38.8	74.4	51.2	23.2	13.2	5.4	7.8	10.9	3.9	7.0	1.6	0.8	0.8
Land Office	100%	54.4	45.6	79.0	48.2	30.9	11.8	3.3	8.5	9.2	2.9	6.3	0.0	0.0	0.0
Law Enforcement Off. Stand & Ed.	100%	60.0	40.0	89.2	56.9	32.3	6.2	3.1	3.1	4.6	0.0	4.6	0.0	0.0	0.0
Legislative Budget Board	100%	53.7	46.3	87.0	46.3	40.7	7.4	3.7	3.7	5.6	3.7	1.9	0.0	0.0	0.0
Legislative Council	100%	42.6	57.4	87.2	35.8	51.4	8.8	5.4	3.4	4.1	1.4	2.7	0.0	0.0	0.0
Library & Historical Commission	100%	39.4	60.6	79.4	32.7	46.7	12.1	4.8	7.3	8.5	1.8	6.7	0.0	0.0	0.0

SOURCE: Office of the Governor, Office of Personnel and Equal Employment Opportunity. Report of EEO 4 data for 1977 for Texas State Government (Computer Printout), Jan. 13, 1978.

Table 2

Percentage Distribution of State Workforce By Race, Ethnicity, Gender, and State Agency for All State Agencies Having 25 or More Employees (Texas, 1977)

	ALL GROUPS			WHITE/ANGLO			HISPANIC			BLACK			OTHER[1]		
	TOTAL[2]	MALE	FEMALE	TOTAL[2]	MALE	FEMALE	TOTAL[2]	MALE	FEMALE	TOTAL[2]	MALE	FEMALE	TOTAL[2]	MALE	FEMALE
Mental Health & Mental Retardation	100%	31.8	68.2	65.5	21.7	43.8	11.1	4.1	6.9	22.8	5.8	17.0	0.7	0.2	0.5
National Guard Armory Board	100%	84.4	15.6	71.9	57.8	14.1	12.5	12.5	0.0	14.1	12.5	1.6	1.6	1.6	0.0
Pardons, & Paroles, Bd. of	100%	47.7	52.3	57.3	28.2	29.0	14.1	5.4	8.7	28.2	13.7	14.5	0.4	0.4	0.0
Parks & Wildlife Dept.	100%	78.7	21.3	85.1	68.6	16.4	11.2	7.4	3.7	3.2	2.2	1.0	0.6	0.4	0.2
Private Detectives, Inv., Pat. Guard, Mgrs. Bd.	100%	40.0	60.0	88.0	36.0	52.0	4.0	0.0	4.0	4.0	4.0	0.0	4.0	0.0	4.0
Public Safety, Dept. of	100%	73.1	26.9	88.6	64.9	23.7	7.1	5.2	1.9	4.2	2.9	1.3	0.1	0.1	*
Railroad Commission	100%	58.5	41.5	91.6	54.7	36.9	3.8	1.0	2.7	2.6	1.5	1.0	2.0	1.2	0.8
Real Estate Commission	100%	40.6	59.4	87.5	40.6	46.9	9.4	0.0	9.4	3.1	0.0	3.1	0.0	0.0	0.0
Rehabilitation Commission	100%	39.4	60.6	75.7	31.5	44.1	16.0	5.2	10.7	8.1	2.5	5.6	0.2	0.1	0.1
Retirement Sys. Employees	100%	22.6	77.4	79.2	18.9	60.4	7.5	0.9	6.6	11.3	2.8	8.5	1.9	0.0	1.9
Retirement Sys. Teachers	100%	31.7	68.3	76.1	24.4	51.7	11.7	3.9	7.8	12.2	3.4	8.8	0.0	0.0	0.0
Savings & Loan Department	100%	78.1	21.9	96.9	78.1	18.8	3.1	0.0	3.1	0.0	0.0	0.0	0.0	0.0	0.0
Secretary of State	100%	26.0	74.0	82.2	22.6	59.6	13.0	1.4	11.6	4.8	2.1	2.7	0.0	0.0	0.0

SOURCE: Office of the Governor, Office of Personnel and Equal Employment Opportunity. Report of EEO 4 data for 1977 for Texas State Government (Computer Printout), Jan. 13, 1978.

Table 2

Percentage Distribution of State Workforce By Race, Ethnicity, Gender, and State Agency for All State Agencies Having 25 or More Employees (Texas, 1977)

	ALL GROUPS			WHITE/ANGLO			HISPANIC			BLACK			OTHER[1]		
	TOTAL[2]	MALE	FEMALE	TOTAL[2]	MALE	FEMALE	TOTAL[2]	MALE	FEMALE	TOTAL[2]	MALE	FEMALE	TOTAL[2]	MALE	FEMALE
Securities Board	100%	43.4	56.6	77.4	41.5	35.8	13.2	1.9	11.3	7.5	0.0	7.5	1.9	0.0	1.9
Senate	100%	46.1	53.9	77.6	28.9	48.7	3.9	1.3	2.6	18.4	15.7	2.6	0.0	0.0	0.0
Supreme Court	100%	44.1	55.9	85.3	35.3	50.0	2.9	0.0	2.9	11.8	8.8	2.9	0.0	0.0	0.0
Surplus Property Agency	100%	74.5	25.5	74.5	51.0	23.5	9.8	7.8	2.0	15.7	15.7	0.0	0.0	0.0	0.0
Treasurer	100%	53.9	46.1	85.4	47.2	38.2	7.9	3.4	4.5	6.7	3.4	3.4	0.0	0.0	0.0
Turnpike Authority	100%	74.2	25.8	88.7	67.8	20.8	1.1	0.4	0.7	10.2	6.0	4.2	0.0	0.0	0.0
Utilities Comm., Public	100%	43.9	56.1	89.0	37.8	51.2	6.1	3.7	2.4	4.9	2.4	2.4	0.0	0.0	0.0
Veterans Affairs Commission	100%	56.8	43.2	89.2	54.1	35.1	6.8	1.4	5.4	2.7	0.0	2.7	1.4	1.4	0.0
Water Development Board	100%	69.7	30.3	86.6	62.3	24.3	9.8	5.3	4.5	3.6	2.1	1.5	0.0	0.0	0.0
Water Quality Board	100%	66.1	33.9	91.3	62.6	28.7	5.5	2.5	3.0	2.5	0.7	1.7	0.7	0.2	0.5
Water Rights Commission	100%	71.0	29.0	88.8	64.5	24.3	5.9	2.4	3.6	1.8	0.6	1.2	3.6	3.6	0.0
Welfare, Dept. of Public	100%	26.3	73.7	68.3	18.6	49.7	22.2	6.5	15.6	9.0	0.9	8.1	0.5	o.2	o.3

SOURCE: Office of the Governor, Office of Personnel and Equal Employment Opportunity. Report of EEO 4 data for 1977 for Texas State Government (Computer Printout), Jan. 13, 1978.

Table 2

Percentage Distribution of State Workforce By Race, Ethnicity, Gender, and State Agency for All State Agencies Having 25 or More Employees (Texas, 1977)

	ALL GROUPS			WHITE/ANGLO			HISPANIC			BLACK			OTHER[1]		
	TOTAL[2]	MALE	FEMALE	TOTAL[2]	MALE	FEMALE	TOTAL[2]	MALE	FEMALE	TOTAL[2]	MALE	FEMALE	TOTAL[2]	MALE	FEMALE
Youth Council	100%	59.9	40.1	72.6	42.1	30.5	8.4	5.3	3.1	18.5	11.9	6.5	0.6	0.6	0.1
	100%	50.9	49.1	74.3	40.0	34.4	13.5	6.7	6.8	11.6	3.9	7.7	0	0.3	0.3

SOURCE: Computed from data contained in Table 1, Appendix C.

[1] This category includes Asian Americans and Native Americans.

[2] Totals may vary slightly from 100% due to rounding error.

Table 3

Distribution of Racial, Ethnic, and Gender Groups Among State Agencies Having 25 or More Employees

	ALL GROUPS			WHITE/ANGLO			HISPANIC			BLACK			OTHER		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
Adjutant General	0.2	0.3	0.1	0.2	0.2	0.2	0.3	0.6	0.1	0.2	0.5	*	0.2	0.4	0.0
Aeronautic Commission	*	*	*	*	0.1	*	*	*	0.0	*	*	*	0.2	0.0	0.9
Agriculture, Dept. of	0.6	0.9	0.4	0.7	0.9	0.4	0.5	0.8	0.3	0.6	0.9	0.4	0.4	0.0	0.9
Air Control Board	0.4	0.6	0.2	0.5	0.7	0.3	0.1	0.2	0.1	*	*	*	0.4	0.9	0.0
Alcoholic Beverage Comm.	0.7	1.1	0.3	0.6	0.9	0.3	1.3	2.4	0.2	0.1	0.3	0.1	0.2	0.4	0.0
Alcoholism, Commission of	0.1	0.1	0.1	0.1	0.1	0.1	*	0.1	*	*	*	*	0.0	0.0	0.0
Animal Health Commission	0.4	0.6	0.2	0.5	0.8	0.2	0.2	0.3	0.1	0.2	0.1	0.2	0.2	0.4	0.0
Attorney General	0.4	0.4	0.3	0.4	0.4	0.4	0.3	0.3	0.3	0.2	0.3	0.2	0.2	0.4	0.0
Auditor	0.2	0.3	0.1	0.2	0.3	0.1	0.1	0.1	*	*	0.1	*	0.0	0.0	0.0
Banking-Finance Corporation	0.2	0.3	0.1	0.2	0.3	0.1	0.1	0.1	*	0.1	0.1	0.1	0.0	0.0	0.0
Bar of Texas	0.1	0.1	0.1	0.1	0.1	0.2	0.1	0.1	0.1	0.1	0.1	*	0.0	0.0	0.0
Blind, Comm. of the	0.7	0.5	0.9	0.7	0.4	1.0	0.9	0.5	1.2	0.5	0.4	0.5	0.7	1.3	0.0
Building Commission	*	0.1	*	*	0.1	*	*	*	0.0	*	0.1	0.0	0.0	0.0	0.0

SOURCE: Office of the Governor, Office of Personnel and Equal Employment Opportunity Report of EEO4 Data for 1977 for Texas State Government (Computer Printout) 1/13/78.

Table 3

Distribution of Racial, Ethnic, and Gender Groups Among State Agencies Having 25 or More Employees

	ALL GROUPS			WHITE/ANGLO			HISPANIC			BLACK			OTHER		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
Community Affairs	0.3	0.2	0.3	0.2	0.2	0.3	0.4	0.4	0.3	0.3	0.5	0.2	0.9	1.3	0.4
Comptroller of Public Accts.	2.2	2.4	2.3	2.3	3	2.2	2.0	2.4	1.7	1.8	2.6	1.4	2.2	2.7	1.8
Control, Bd. of	0.8	1.0	0.5	0.8	1.0	0.5	0.5	0.8	0.2	1.1	2.4	0.5	0.2	0.4	0.0
Consumer Credit Commission	*	0.1	*	*	0.1	*	*	*	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Coordinating Bd., Coll&Univ	0.1	0.1	0.2	0.2	0.1	0.2	0.1	0.1	0.1	0.1	0.1	0.2	0.4	0.4	0.4
Correction, Dept. of	3.4	6.0	0.8	4.0	6.6	1.0	1.4	2.8	0.1	2.2	5.5	0.4	1.8	3.1	0.4
Cosmetology Commission	0.1	*	0.1	0.1	*	0.1	0.1	*	0.1	0.1	0.1	0.1	0.0	0.0	0.0
Court of Crim. Appeals	*	*	*	0.1	0.1	0.1	0.0	0.0	0.0	*	*	*	0.0	0.0	0.0
Education Agency	1.1	1.0	1.1	1.2	1.1	1.3	0.8	0.7	1.0	0.6	1.0	0.4	0.4	0.0	0.9
Employment Commission	5.1	4.8	5.4	5.1	4.5	5.7	6.2	6.5	5.9	4.0	4.7	3.7	5.3	4.9	5.7
Energy Adv. Board	*	*	*	0.1	*	0.1	*	*	0.0	*	*	*	0.0	0.0	0.0
Governor-Exec. (16 Divisions)	0.3	0.3	0.2	0.3	0.3	0.2	0.2	0.2	0.2	0.2	0.3	0.1	0.2	0.0	0.4
Health, Dept. of	5.1	4.0	6.2	4.9	4.1	6.0	6.8	4.5	9.1	4.0	2.8	4.6	4.6	4.0	5.3

SOURCE: Office of the Governor, Office of Personnel and Equal Employment Opportunity Report of EEO4 Data for 1977 for Texas State Government (Computer Printout) 1/13/78.

Table 3

Distribution of Racial, Ethnic, and Gender Groups Among State Agencies Having 25 or More Employees

	ALL GROUPS			WHITE ANGLO			HISPANIC			BLACK			OTHER		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
Highway Department	16.2	28.5	3.5	17.9	29.4	4.6	16.4	31.3	1.6	5.8	15.5	0.9	7.0	12.8	1.3
Historical Commission	*	*	*	0.1	*	0.1	*	0.0	*	*	0.0	*	0.0	0.0	0.0
House of Representatives	0.2	0.2	0.2	0.2	0.1	0.2	0.1	0.2	0.1	0.2	0.5	*	0.2	0.4	0.0
Indian Affairs, Commission for	*	*	*	*	*	*	*	*	0.1	0.0	0.0	0.0	5.3	6.2	4.4
Industrial Acc. Board	0.2	0.1	0.4	0.2	0.1	0.4	0.3	0.1	0.4	0.3	0.1	0.4	0.0	0.0	0.0
Industrial Commission	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.0	0.0	0.0
Insurance, Board of	0.7	0.7	0.7	0.8	0.9	0.8	0.4	0.2	0.6	0.3	0.2	0.4	1.1	0.4	1.8
Labor Statistics Bureau of	0.1	0.2	0.1	0.2	0.2	0.1	0.1	0.1	0.2	0.1	0.1	0.1	0.4	0.4	0.4
Land Office	0.3	0.3	0.3	0.3	0.4	0.3	0.3	0.2	0.4	0.2	0.2	0.2	0.0	0.0	0.0
Law Enforcement Off. Stand & Ed.	0.1	0.1	0.1	0.1	0.1	0.1	*	*	*	*	0.0	*	0.0	0.0	0.0
Legislative Budget Board	0.1	0.1	0.1	0.1	0.1	0.1	*	*	*	*	0.1	*	0.0	0.0	0.0
Legislative Council	0.2	0.1	0.2	0.2	0.2	0.3	0.1	0.1	0.1	0.1	0.1	0.1	0.0	0.0	0.0
Library & Historical Commission	0.2	0.1	0.2	0.2	0.2	0.3	0.2	0.1	0.2	0.1	0.1	0.2	0.0	0.0	0.0

SOURCE: Office of the Governor, Office of Personnel and Equal Employment Opportunity Report of EEO4 Data for 1977 for Texas State Government (Computer Printout) 1/13/78.

Table 3

Distribution of Racial, Ethnic, and Gender Groups Among State
Agencies Having 25 or More Employees

	ALL GROUPS			WHITE/ANGLO			HISPANIC			BLACK			OTHER		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
Mental Health & Mental Retardation	27.8	17.4	38.7	24.6	15.1	35.6	22.6	16.9	28.2	54.2	40.7	61.1	38.5	27.0	50.0
National Guard Armory Board	0.1	0.1	*	0.1	0.1	*	0.1	0.1	0.0	0.1	0.2	*	0.2	0.4	0.0
Pardons, & Paroles, Bd. of	0.3	0.3	0.3	0.2	0.2	0.2	0.3	0.2	0.4	0.7	1.0	0.5	0.2	0.4	0.0
Parks & Wild-life Dept.	2.1	3.2	0.9	2.4	3.6	1.0	1.7	2.3	1.1	0.6	1.0	0.3	2.4	3.5	1.3
Private Detectives, Inv., Pat. Guard, Mgrs. Bd.	*	*	*	*	*	*	*	0.0	*	*	*	0.0	0.2	0.4	0.4
Public Safety, Dept. of	5.1	7.3	2.8	6.0	8.2	3.5	2.6	3.9	1.4	1.8	3.7	0.9	1.1	1.8	0.4
Railroad Commission	0.7	0.8	0.6	0.8	0.9	0.7	0.2	0.1	0.3	0.2	0.3	0.1	2.6	3.1	2.2
Real Estate Commission	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.0	0.1	*	0.0	*	0.0	0.0	0.0
Rehabilitation Commission	2.0	1.6	2.5	2.0	1.6	2.6	2.4	1.6	3.2	1.4	1.3	1.5	0.9	0.9	0.9
Retirement Sys. Employees	0.1	0.1	0.2	0.1	0.1	0.2	0.1	*	0.1	0.1	0.1	0.1	0.4	0.0	0.9
Retirement Sys. Teachers	0.2	0.1	0.3	0.2	0.1	0.4	0.2	0.1	0.3	0.2	0.2	0.3	0.0	0.0	0.0
Savings & Loan Department	*	0.1	*	*	0.1	*	*	0.0	*	0.0	0.0	0.0	0.0	0.0	0.0
Secretary of State	0.2	0.1	0.2	0.2	0.1	0.3	0.2	*	0.3	0.1	0.1	0.1	0.0	0.0	0.0

SOURCE: Office of the Governor, Office of Personnel and Equal Employment Opportunity Report of EEO4 Data for 1977 for Texas State Government (Computer Printout) 1/13/78.

Table 3

Distribution of Racial, Ethnic, and Gender Groups Among State Agencies Having 25 or More Employees

	ALL GROUPS			WHITE/ANGLO			HISPANIC			BLACK			OTHER		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
Securities Board	0.1	*	0.1	0.1	0.1	0.1	0.1	*	0.1	*	0.0	0.1	0.2	0.0	0.4
Senate	0.1	0.1	0.1	0.1	0.1	0.1	*	*	*	0.1	0.4	*	0.0	0.0	0.0
Supreme Court	*	*	*	*	*	0.1	*	0.0	*	*	0.1	*	0.0	0.0	0.0
Surplus Property Agency	0.1	0.1	*	0.1	0.1	*	*	0.1	*	0.1	0.2	0.0	0.0	0.0	0.0
Treasurer	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	*	0.0	0.0	0.0
Turnpike Authority	0.3	0.5	0.2	0.4	0.6	0.2	*	*	*	0.3	0.5	0.2	0.0	0.0	0.0
Utilities Comm., Public	0.1	0.1	0.1	0.1	0.1	0.1	*	0.1	*	*	0.1	*	0.0	0.0	0.0
Veterans Affairs Commission	0.1	0.1	0.1	0.1	0.1	0.1	*	*	0.1	*	0.0	*	0.2	0.4	0.0
Water Development Board	0.4	0.5	0.2	0.5	0.5	0.3	0.3	0.3	0.3	0.1	0.2	0.1	0.0	0.0	0.0
Water Quality Board	0.5	0.6	0.3	0.6	0.7	0.4	0.2	0.2	0.2	0.1	0.1	0.1	0.7	0.4	0.9
Water Rights Commission	0.2	0.3	0.1	0.2	0.3	0.1	0.1	0.1	0.1	*	*	*	1.3	2.6	0.0
Welfare, Dept. of Public	16.4	8.5	24.7	15.1	7.6	23.8	26.9	15.9	37.9	12.7	4.0	17.1	15.9	14.2	17.5

SOURCE: Office of the Governor, Office of Personnel and Equal Employment Opportunity Report of EEO4 Data for 1977 for Texas State Government (Computer Printout) 1/13/78.

Table 3

Distribution of Racial, Ethnic, and Gender Groups Among State Agencies Having 25 or More Employees

	ALL GROUPS			WHITE/ANGLO			HISPANIC			BLACK			OTHER		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
Youth Council	1.9	2.2	1.5	1.8	2.0	1.7	1.2	1.5	0.9	3.0	5.7	1.6	2.2	4.0	0.9
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

SOURCE: Office of the Governor, Office of Personnel and Equal Employment Opportunity, Report of EEO-4 Data for 1977 for Texas State Government, Computer Printout, 1/13/78.

Table 5

Percentage Distribution of State Workforce By Race, Ethnicity, Gender, and Function Texas, 1977

(Horizontal Distribution)

PERCENT OF ROW	ALL GROUPS			WHITE/ANGLO			HISPANIC			BLACK			OTHER[1]		
	TOTAL[2]	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
Financial Administrator	100.0%	54.8%	45.2%	79.5%	43.5%	35.9%	11.5%	6.5%	5.0%	8.6%	4.5%	4.1%	0.4%	0.2%	0.2%
Street & Highways	100.0%	89.0%	11.0%	82.1%	72.2%	9.8%	13.4%	12.8%	0.7%	4.3%	3.8%	0.5%	0.2%	0.2%	0.02%
Public Welfare	100.0%	30.7%	69.3%	69.7%	22.2%	47.5%	20.0%	6.1%	13.9%	9.7%	2.1%	7.7%	0.6%	0.3%	0.3%
Police Protection	100.0%	73.4%	26.6%	88.4%	65.1%	23.3%	7.3%	5.4%	1.9%	4.2%	2.9%	1.3%	0.1%	0.1%	0.02%
Fire Protection	100.0%	66.7%	33.3%	100.0%	66.7%	33.3%	0	0	0	0	0	0	0	0	0
Parks & Recreation	100.0%	73.0%	27.0%	85.9%	64.5%	21.4%	9.3%	5.9%	3.3%	4.2%	2.1%	2.1%	0.6%	0.4%	0.2%
Hospitals	100.0%	31.8%	68.2%	65.5%	21.7%	43.8%	11.0%	4.1%	6.9%	22.8%	5.8%	17.0%	0.7%	0.3%	0.5%
Health	100.0%	40.6%	59.4%	72.2%	32.1%	40.0%	18.1%	6.0%	12.1%	9.3%	2.2%	7.1%	0.5%	0.2%	0.3%
Housing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Community Development	100.0%	48.9%	51.1%	66.4%	31.1%	35.4%	18.2%	10.4%	7.9%	13.9%	6.4%	7.5%	1.4%	1.1%	0.4%
Corrections	100.0%	84.5	15.5%	83.4%	71.3	12.2%	7.1%	6.0%	1.1%	9.2%	7.0%	2.2%	0.3%	0.2%	0.0%
Utilities & Transportation	100.0%	56.9%	43.1%	91.1%	52.8%	38.3%	4.0%	1.4%	2.6%	3.0%	1.7%	1.2%	1.9%	1.0%	0.9%

SOURCE: Derived from Table 4, Appendix C.

[1] This category includes Asian Americans and Native Americans.

[2] Totals may vary slightly from 100% due to rounding error.

Table 5

Percentage Distribution of State Workforce By Race, Ethnicity, Gender, and Function Texas, 1977

(Horizontal Distribution)

PERCENT OF ROW	ALL GROUPS			WHITE/ANGLO			HISPANIC			BLACK			OTHER[1]		
	TOTAL[2]	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
Sanitation & Sewage	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Employment Commission	100.0%	48.3%	51.7%	73.7%	35.8%	37.9%	16.4%	8.5%	7.9%	9.3%	3.6%	5.7%	0.6%	0.3%	0.3%
Other	100.0%	50.7%	49.3%	80.8%	40.3%	40.6%	11.6%	6.1%	5.4%	7.2%	4.1%	3.1%	0.4%	0.2%	0.2%
ALL FUNCTIONS	100.0%	50.9%	49.1%	74.3%	40.0%	34.3%	13.5%	6.7%	6.8%	11.6%	3.9%	7.7%	0.6%	0.3%	0.3%

SOURCE: Derived from Table 4 , Appendix C.

[1] This category includes Asian Americans and Native Americans.

[2] Totals may vary slightly from 100% due to rounding error.

Table 6

Percentage Distribution of Racial, Ethnic, and Gender Groups Within the State Workforce By Function

Page 1 of 2

Texas, 1977

(Vertical Distribution)

PERCENT OF COLUMN	ALL GROUPS			WHITE/ANGLO			HISPANIC			BLACK			OTHER[1]		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
Financial Administrator	7.7%	8.3%	7.1%	8.3%	8.4%	8.1%	6.6%	7.5%	5.7%	5.7%	8.9%	4.1%	6.5%	6.1%	6.9%
Street & Highways	16.5%	28.8%	3.7%	18.2%	29.8%	4.7%	16.4%	31.4%	1.6%	6.1%	15.9%	1.1%	7.0%	12.7%	1.3%
Public Welfare	21.1%	12.7%	29.8%	19.8%	11.7%	29.2%	31.2%	19.2%	43.2%	17.6%	11.1%	20.9%	24.6%	26.3%	22.9%
Police Protection	5.4%	7.8%	2.9%	6.4%	8.8%	3.7%	2.9%	4.3%	1.5%	2.0%	3.9%	0.9%	1.3%	2.2%	0.4%
Fire Protection	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Parks & Recreation	4.8%	6.9%	2.7%	5.6%	7.8%	3.0%	3.3%	4.3%	2.4%	1.7%	2.6%	1.3%	5.4%	7.9%	3.0%
Hospitals	27.7%	17.3%	38.4%	24.4%	15.0%	35.3%	22.5%	16.9%	28.1%	54.1%	40.6%	61.0%	38.1%	26.8%	49.4%
Health	5.1%	4.0%	6.1%	4.9%	4.1%	5.9%	6.8%	4.5%	9.0%	4.0%	2.9%	4.6%	4.6%	3.9%	5.2%
Housing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Community Development	0.3%	0.3%	0.3%	0.3%	0.3%	0.3%	0.4%	0.5%	0.4%	0.4%	0.5%	0.3%	0.9%	1.3%	0.4%
Corrections	3.8%	6.3%	1.2%	4.3%	6.8%	1.4%	2.0%	3.4%	0.6%	3.0%	6.8%	1.1%	2.0%	3.5%	0.4%
Utilities & Transportation	0.8%	0.9%	0.7%	1.0%	1.1%	0.9%	0.2%	0.2%	0.3%	0.2%	0.4%	0.1%	2.8%	3.1%	2.6%

SOURCE: Derived from Table 4 , Appendix C.

---

[1] This category includes Asian Americans and Native Americans.

[2] Totals may vary slightly from 100% due to rounding error.

Page 2 of 2

Table 6

Percentage Distribution of Racial, Ethnic, and Gender Groups Within the State Workforce By Function

Texas, 1977

(Vertical Distribution)

PERCENT OF COLUMN	ALL GROUPS			WHITE/ANGLO			HISPANIC			BLACK			OTHER[1]		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
Sanitation & Sewage	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Employment Commission	5.2%	5.0%	5.5%	5.2%	4.7%	5.8%	6.3%	6.6%	6.1%	4.2%	4.8%	3.8%	5.7%	5.3%	6.1%
Other	1.5%	1.5%	1.5%	1.6%	1.5%	1.8%	1.3%	1.4%	1.2%	0.9%	1.2%	0.6%	1.4%	0.9%	1.3%
ALL FUNCTIONS[2]	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

SOURCE: Derived from Table 4, Appendix C.

[1] This category includes Asian Americans and Native Americans.

[2] Totals may vary slightly from 100% due to rounding error.

Table 7

Distribution of State Workforce by Race, Ethnicity, and Salary Level (Texas, 1977)

	ALL GROUPS			WHITE/ANGLO			HISPANIC			BLACK			OTHER		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
$25,000 and Above	1,535	1,456	79	1,431	1,364	67	71	67	4	9	6	3	24	19	5
$16,000 - $24,999	10,263	8,571	1,692	9,414	7,892	1,522	534	471	63	244	151	93	71	57	14
$13,000 - $15,999	11,504	7,980	3,524	10,168	7,137	3,031	888	638	250	401	179	222	47	26	21
$10,000 - $12,999	20,217	12,309	7,908	16,137	9,671	6,466	2,822	1,974	848	1,180	618	562	78	46	32
$ 8,000 - $ 9,999	17,486	7,091	10,395	12,496	4,898	7,598	2,818	1,378	1,440	2,104	790	1,314	68	25	43
$ 6,000 - $ 7,999	25,465	6,546	18,919	14,637	3,582	11,055	4,528	1,262	3,266	6,131	1,649	4,482	169	53	116
$ 4,000 - $ 5,999	100	80	20	65	48	17	27	26	1	6	4	2	2	2	0
Less than $ 4,000	3	2	1	1	1	0	0	0	0	2	1	1	0	0	0
All Salary Ranges	86,573	44,035	42,538	64,349	34,593	29,756	11,688	5,816	5,872	10,077	3,398	6,679	459	228	231

SOURCE: Office of the Governor, Office of Personnel and Equal Employment Opportunity, Report of EEO-4 Data for 1977 for Texas State Government, Computer Printout, 1/13/78.

Table 8

Percentage Distribution of State Workforce By Race, Ethnicity, Gender and Salary Level (Texas, 1977)

PERCENT OF ROW	ALL GROUPS			WHITE/ANGLO			HISPANIC			BLACK			OTHER		
	TOTAL[2]	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
$25,000 and Above	100.0%	94.9%	5.1%	93.2%	88.9%	4.4%	4.6%	4.4%	0.3%	0.6%	0.4%	0.2%	1.6%	1.2%	0.3%
$16,000 - $24,999	100.0%	8[illegible]5%	16.5%	91.7%	76.9%	14.8%	5.2%	4.6%	0.6%	2.4%	1.5%	0.9%	0.7%	0.6%	0.1%
$13,000 - $15,999	100.0%	6[illegible]4%	30.6%	88.4%	62.0%	26.3%	7.7%	5.5%	2.2%	3.5%	1.6%	1.9%	0.4%	0.2%	0.2%
$10,000 - $12,999	100.0%	60.9%	39.1%	79.8%	47.8%	32.0%	14.0%	9.8%	4.2%	5.8%	3.1%	2.8%	0.4%	0.2%	0.2%
$ 8,000 - $ 9,999	100.0%	40.6%	59.4%	71.5%	28.0%	43.5%	16.1%	7.9%	8.2%	12.0%	4.5%	7.5%	0.4%	0.1%	0.2%
$ 6,000 - $ 7,999	100.0%	25.7%	74.3%	57.5%	14.1%	43.4%	17.8%	5.0%	12.8%	24.1%	6.5%	17.6%	0.7%	0.2%	0.5%
$ 4,000 - $ 5,999	100.0%	80.0%	20.0%	65.0%	48.0%	17.0%	27.0%	26.0%	1.0%	6.0%	4.0%	2.0%	2.0%	2.0%	0.0%
Less than $ 4,000	100.0%	66.7%	33.3%	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	66.7%	33.3%	33.3%	0.0%	0.0%	0.0%

SOURCE: Derived from dat in Table 7, Appendix C

[1] Other includes Asian Americans and Native Americans.

[2] Totals may vary slightly from 100% due to rounding error.

Table 9

Percentages Distribution of Racial, Ethnic, and Gender Groups in State Employment By Salary Level (Texas, 1977)

PERCENT OF COLUMN	ALL GROUPS			WHITE/ANGLO			HISPANIC			BLACK			OTHER[1]		
	TOTAL[2]	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
$25,000 and Above	1.8%	3.3%	.2%	2.2%	3.9%	0.2%	0.6%	1.2%	0.1%	0.1%	0.2%	0.0%	5.2%	8.3%	2.2%
$16,000 - $24,999	11.9%	19.5%	4.0%	14.6%	22.8%	5.1%	4.6%	8.1%	1.1%	2.4%	4.4%	1.4%	15.5%	25.0%	6.1%
$13,000 - $15,999	13.3%	18.1%	8.3%	15.8%	20.6%	10.2%	7.6%	11.0%	4.3%	4.0%	5.3%	3.3%	10.2%	11.4%	9.1%
$10,000 - $12,999	23.4%	28.0%	18.6%	25.1%	28.0%	21.7%	24.1%	33.9%	14.4%	11.7%	18.2%	8.4%	17.0%	20.2%	13.9%
$ 8,000 - $ 9,999	20.2%	16.1%	24.4%	19.4%	14.2%	25.5%	24.1%	23.7%	24.5%	20.9%	23.2%	19.7%	14.8%	11.0%	18.6%
$ 6,000 - $ 7,999	29.4%	14.9%	44.5%	22.7%	10.4%	37.2%	38.7%	21.7%	55.6%	60.8%	48.5%	67.1%	36.8%	23.2%	50.2%
$ 4,000 - $ 5,999	0.1%	0.2%	0.0%	0.1%	0.1%	0.1%	0.2%	0.4%	0.0%	0.1%	0.1%	0.0%	0.4%	0.9%	0.0%
All Salary Ranges	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

SOURCE: Derived from data in Table 7, Appendix C

[1] Other includes Asian Americans and Native Americans.

[2] Totals may vary slightly from 100% due to rounding error.

APPENDIX D

Page 1 of 2

Table 1

Distribution of Population of Counties in Region
By Race, Ethnicity and Gender
Texas - 1977

PANHANDLE	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Bailey	8,487	4,153	2,838	135	1,111	69	4,334	2,915	147	1,193	79
Castro	10,394	5,258	3,132	279	1,795	52	5,136	2,978	232	1,890	36
Cochran	5,326	2,644	1,604	207	777	56	2,682	1,679	211	737	55
Dallam	6,012	2,951	2,348	46	537	20	3,061	2,469	64	514	14
Deaf Smith	18,999	9,384	5,725	165	3,425	69	9,615	6,225	160	3,171	59
Gray	26,949	12,947	12,115	423	338	71	14,002	13,118	479	327	78
Hale	34,137	16,642	11,248	962	4,168	264	17,495	11,990	1,034	4,214	257
Hackley	20,396	10,263	7,594	461	2,124	84	10,133	7,501	435	2,123	74

[1] Other includes Asian Americans and Native Americans.

SOURCE: Derived from 1970 Census of Population, General Population Characteristics: Texas, U.S. Department of Commerce, Bureau of the Census.

(*) Data not available.

Table 1

Distribution of Population of Counties in Region
By Race, Ethnicity and Gender
Texas - 1977

PANHANDLE	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Hutchinson	24,443	12,003	11,226	293	373	111	12,440	11,683	292	342	123
Lubbock	179,295	88,163	65,553	6,338	15,646	626	91,132	68,252	6,872	15,436	572
Moore	14,060	7,049	6,431	6	577	35	7,011	6,383	7	585	36
Ochiltree	9,704	4,844	4,793	*	*	51	4,860	4,805	*	*	55
Parmer	10,509	5,362	4,020	165	1,159	18	5,147	3,982	135	1,009	21
Potter	90,511	43,327	36,017	3,085	3,810	415	47,184	39,691	3,594	3,440	459
Randall	53,885	26,665	25,688	53	825	99	27,220	26,183	52	910	75
Yoakum	7,344	3,668	2,952	40	653	23	3,676	2,950	47	656	23
Total	520,451	255,323	203,284	12,658	37,318	2,063	265,128	212,804	13,761	36,547	2,016

[1] Other includes Asian Americans and Native Americans.

SOURCE: Data derived from 1970 Census of Population, General Population Characteristics: Texas, U.S. Department of Commerce, Bureau of the Census.

*Data not available.

Table 2

Distribution of Population of Counties in Region
By Race, Ethnicity and Gender
Texas - 1977

		MALE					FEMALE				
NORTHERN	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Collin	66,920	32,681	28,331	1,998	2,105	247	34,239	29,337	2,547	2,088	267
Dallas	1,327,321	640,773	486,341	104,562	44,593	5,277	686,548	521,243	115,950	44,059	5,296
Denton	75,633	36,174	32,487	1,933	1,452	302	39,459	34,972	2,640	1,521	326
Ellis	46,638	22,500	16,168	4,105	2,004	223	24,138	17,409	4,488	2,036	205
Foard	2,211	1,049	981	65	*	3	1,162	1,088	66	*	8
Grayson	83,225	40,097	36,159	3,118	679	141	43,128	38,687	3,490	757	194
Hardeman	6,795	3,157	2,518	376	198	65	3,638	2,890	440	234	74
Johnson	45,769	22,301	20,894	689	653	65	23,468	21,903	785	714	66

[1] Other includes Asian Americans and Native Americans.

SOURCE: Data derived from 1970 Census of Population, General Population Characteristics: Texas, U.S. Department of Commerce, Bureau of the Census.

(*)Data not available.

Table 2

Distribution of Population of Counties in Region
By Race, Ethnicity and Gender
Texas - 1977

NORTHERN	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Montague	15,326	7,307	7,280	4	*	23	8,019	7,983	1	*	35
Navarro	31,150	14,669	11,093	3,120	386	70	16,481	12,250	3,666	512	53
Tarrant	716,317	350,510	288,192	38,724	21,577	2,017	365,807	299,986	42,316	21,383	2,122
Wichita	121,862	61,004	52,096	4,768	3,613	527	60,858	51,969	4,873	3,508	508
Wilbarger	15,355	7,287	5,889	734	551	113	8,068	6,711	802	440	115
TOTAL	2,554,522	1,239,509	988,429	164,196	77,811	9,073	1,315,013	1,046,428	182,064	77,252	9,269

[1] Other includes Asian Americans and Native Americans.

SOURCE: Data derived from 1970 Census of Population, General Population Characteristics: Texas, U.S. Department of Commerce, Bureau of the Census.

(*) Data not available.

Table 3

Distribution of Population of Counties in Region
By Race, Ethnicity and Gender
Texas - 1977

WESTERN	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Andrews	10,372	5157	4652	124	362	19	5215	4690	150	354	21
Coleman	10,288	4804	4324	102	356	22	5484	4921	149	399	15
Dawson	16,604	8022	4830	436	2703	53	8582	5540	437	2539	66
Ector	91,805	45,246	36,245	2214	6492	295	46,559	37,320	2427	6488	324
El Paso	359,291	176,298	72,207	5422	96,877	1792	182,993	68,706	4630	107,472	2185
Fisher	6344	3069	2368	158	529	14	3275	2556	158	541	20
Gaines	11,593	5749	4044	167	1499	39	5844	4175	170	1447	52
Howard	37,796	18,868	14,904	852	2921	191	18,928	15,059	828	2823	218

[1] Other includes Asian Americans and Native Americans.

SOURCE: Data derived from 1970 Census of Population, General Population Characteristics: Texas, U.S. Department of Commerce, Bureau of the Census.

Table 3

Distribution of Population of Counties in Region
By Race, Ethnicity and Gender
Texas - 1977

		MALE					FEMALE				
WESTERN	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Hudspeth	2,392	1,195	494	8	690	3	1,197	435	5	755	2
Jeff Davis	1,527	758	280	6	462	10	769	281	3	479	6
Menard	2,646	1,287	900	4	377	6	1,359	923	6	423	7
Midland	65,433	31,786	25,155	3,032	3,440	159	33,647	26,359	3,414	3,698	176
Pecos	13,748	6,860	4,114	74	2,637	35	6,888	4,285	81	2,489	33
Reeves	16,526	8,206	3,416	256	4,509	25	8,320	3,736	268	4,295	21
Runnels	12,108	5,843	4,569	142	1,069	63	6,265	4,935	151	1,106	73
Scurry	15,760	7,673	6,471	242	922	38	8,087	6,852	257	939	39

[1] Other includes Asian Americans and Native Americans.

SOURCE: Data derived from 1970 Census of Population, General Population Characteristics: Texas, U.S. Department of Commerce, Bureau of the Census.

Table 3

Distribution of Population of Counties in Region
By Race, Ethnicity and Gender
Texas - 1977

		MALE					FEMALE				
WESTERN	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Taylor	97,853	47,603	40,092	2,607	4,676	228	50,250	42.413	2,705	4,865	267
Tom Green	71,047	34,669	26,363	1,482	6,601	223	36,378	27,989	1,598	6,550	241
Upton	4,697	2,352	1,610	86	570	86	2,345	1,648	85	530	82
Valverde	27,471	13,743	5,760	399	7,492	92	13,728	5,239	320	8,057	112
Ward	13,019	6,509	4,683	219	1,573	34	6,510	4,822	209	1,443	36
Winkler	9,640	4,787	4,072	108	584	23	4,853	4,114	157	558	24
TOTAL	897,960	440,484	271,553	18,140	147,341	3,450	457,476	276,988	18,208	158,250	4,020

[1] Other includes Asian Americans and Native Americans.

SOURCE: Data derived from 1970 Census of Population, General Population Characteristics: Texas, U.S. Department of Commerce, Bureau of the Census.

Table 4

Distribution of Population of Counties in Region
By Race, Ethnicity and Gender
Texas - 1977

EASTERN	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Anderson	27,789	13,315	9,630	3,298	343	44	14,474	10,558	3,650	228	38
Angelina	49,349	23,964	19,321	4,078	506	59	25,385	20,441	4,352	538	54
Bowie	67,813	32,518	25,225	6,921	294	78	35,295	27,129	7,809	266	91
Brazoria	108,312	56,357	44,363	5,846	5,896	252	51,955	42,553	4,291	4,873	238
Brazos	57,978	31,733	23,648	4,352	3,305	428	26,245	18,076	4,989	2,965	215
Cass	24,133	11,556	8,526	3,008	*	22	12,577	9,163	3,387	*	27
Chambers	12,187	6,094	4,609	1,243	231	11	6,093	4,595	1,244	236	18
Cherokee	32,008	15,453	11,556	3,452	359	86	16,555	12,501	3,677	330	47

[1] Other includes Asian Americans and Native Americans.

SOURCE: Data derived from 1970 Census of Population, General Population Characteristics: Texas, U.S. Department of Commerce, Bureau of the Census.

(*) Data not available.

Table 4

Distribution of Population of Counties in Region
By Race, Ethnicity and Gender
Texas - 1977

EASTERN	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Colorado	17,638	8,581	5,705	1,935	921	20	9,057	6,022	2,131	882	22
Delta	4,927	2,382	2,075	287	*	20	2,545	2,224	313	*	8
Falls	17,300	8,171	4,838	2,507	783	43	9,129	5,321	2,946	804	58
Ft. Bend	52,314	26,491	14,812	4,504	7,050	125	25,823	14,466	4,372	6,840	145
Galveston	169,812	82,884	56,612	15,660	10,114	498	86,928	58,496	17,654	10,258	520
Gregg	75,929	36,591	29,374	6,760	367	90	39,338	31,187	7,670	371	110
Hardin	29,996	14,792	12,477	2,050	248	17	15,204	12,881	2,078	227	18
Harris	1,741,912	851,888	584,192	167,899	92,814	6,983	890,024	607,211	182,769	92,901	7,143

[1] Other includes Asian Americans and Native Americans.

SOURCE: Data derived from 1970 Census of Population, General Population Characteristics: Texas, U.S. Department of Commerce, Bureau of the Census.

(*) Data not available.

Table 4

Distribution of Population of Counties in Region By Race, Ethnicity and Gender Texas - 1977

EASTERN	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Harrison	44,841	21,308	13,498	7,772	*	38	23,533	14,773	8,718	*	42
Henderson	26,466	12,706	10,338	2,147	187	34	13,760	11,067	2,382	268	43
Houston	17,855	9,036	5,083	3,515	*	21	8,819	4,875	3,762	*	28
Jefferson	244, 773	118,683	83,686	29,070	5,615	312	126,090	88,432	31,994	5,367	297
Lamar	36,062	17,213	14,215	2,932	*	66	18,849	3,122	3,289	*	89
Liberty	33,014	16,125	12,580	3,304	195	46	16,889	13,041	3,557	237	54
Matagorda	27,913	13,541	8,448	2,534	2,473	86	14,372	8,742	2,837	2,689	104
Montgomery	49,479	24,757	21,019	2,776	878	84	24,722	20,804	3,064	760	94

[1] Other includes Asian Americans and Native Americans.

SOURCE: Data derived from 1970 Census of Population, General Population Characteristics: Texas, U.S. Department of Commerce, Bureau of the Census.

327 (*) Data not available.

Table 4

Distribution of Population of Counties in Region
By Race, Ethnicity and Gender
Texas - 1977

EASTERN	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Nacagdoches	36,362	17,602	13,446	3,575	518	63	18,760	14,218	4,031	452	59
Newton	11,657	5,755	4,144	1,607	*	4	5,902	4,142	1,758	*	2
Orange	71,170	35,256	30,979	3,127	1,065	85	35,914	31,329	3,391	1,110	84
Panola	15,894	7,515	5,498	2,011	*	6	8,379	6,080	2,287	*	12
Polk	14,457	7,107	4,911	1,874	188	134	7,350	5,055	1,955	220	120
Red River	14,298	6,850	5,413	1,408	*	29	7,448	5,874	1,543	*	31
Rusk	34,102	16,365	11,934	4,400	*	31	17,737	12,936	4,778	*	23
Trinity	7,628	3,721	2,675	1,045	*	1	3,907	2,796	1,109	*	2

[1] Other includes Asian Americans and Native Americans.

SOURCE: Data derived from 1970 Census of Population, General Population Characteristics: Texas, U.S. Department of Commerce, Bureau of the Census.

(*) Data not available.

Table 4

Distribution of Population of Counties in Region
By Race, Ethnicity and Gender
Texas - 1977

EASTERN	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Tyler	12,417	6,071	4,952	1,101	*	18	6,346	5,207	1,123	*	16
Van Zandt	22,155	10,786	10,071	681	*	34	11,369	10,627	703	*	39
Waller	14,285	6,901	3,025	3,587	233	56	7,384	3,155	3,919	262	48
Wharton	36,729	17,815	10,922	3,404	3,381	108	18,914	11,421	3,858	3,539	96
Wood	18,589	8,957	7,686	1,245	*	26	9,632	8,185	1,425	*	22
TOTAL	2,799,140	1,373,471	972,619	262,865	128,616	9,371	1,425,669	1,003,849	285,212	127,302	9,306

[1] Other includes Asian Americans and Native Americans.

SOURCE: Data derived from 1970 Census of Population, General Population Characteristics: Texas, U.S. Department of Commerce, Bureau of the Census.

(*) Data not available.

Table 5

Distribution of Population of Counties in Region
By Race, Ethnicity and Gender
Texas - 1977

		MALE					FEMALE				
CENTRAL	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Bell	124,483	68,354	51,582	8,911	6,525	1,336	56,129	42,731	6,861	5,304	1,233
Bosque	10,966	5,296	5,101	167	*	28	5,670	5,468	175	*	27
Burnet	11,420	5,588	5,003	83	482	20	5,832	5,255	99	456	22
Coryell	35,311	22,881	17,814	2,801	1,907	359	12,430	11,268	392	578	192
Fayette	17,650	8,504	7,313	931	240	20	9,146	7,696	1,134	290	26
Hays	27,642	13,283	7,640	507	5,045	91	14,359	8,402	520	5,342	95
Llano	6,979	3,324	3,310	13	*	1	3,655	3,635	15	*	5
McLennan	147,553	70,939	54,073	11,085	5,444	337	76,614	58,003	12,714	5,511	386

[1] Other includes Asian Americans and Native Americans.

SOURCE: Data derived from 1970 Census of Population, General Population Characteristics: Texas, U.S. Department of Commerce, Bureau of the Census.

(*) Data not available.

Table 5

Distribution of Population of Counties in Region By Race, Ethnicity and Gender Texas - 1977

CENTRAL	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Milam	20,028	9,596	7,326	1,510	723	37	10,432	7,867	1,867	656	42
Travis	295,516	146,873	108,103	15,274	22,029	1,467	148,643	108,414	16,996	21,870	1,363
Williamson	37,305	18,043	12,835	2,007	3,002	199	19,262	13,778	2,321	2,998	165
TOTAL	734,853	372,681	280,100	43,289	45,397	3,895	362,172	272,517	43,094	43,005	3,556

[1] Other includes Asian Americans and Native Americans.

SOURCE: Data derived from 1970 Census of Population, General Population Characteristics: Texas, U.S. Department of Commerce, Bureau of the Census.

(*) Data not available.

Table 6

Distribution of Population of Counties in Region
By Race, Ethnicity and Gender
Texas - 1977

		MALE					FEMALE				
SOUTHERN	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Atascosa	18,696	9262	4355	81	4809	17	9434	4541	81	4794	18
Bee	22,737	11,620	6831	304	4366	119	11,117	6221	259	4526	111
Bexar	830,460	408,326	194,259	27,274	181,873	4920	422,134	194,563	29,120	194,154	4297
Brooks	8,005	3,939	764	8	3157	10	4066	805	9	3242	10
Caldwell	21,178	11,834	4662	3209	3855	108	9344	4986	1292	3015	51
Calhoun	17,831	8,879	5451	384	2970	74	8952	5460	401	2993	98
Cameron	140,368	66,511	15,463	293	50,323	432	73,857	16,399	330	56,677	451
DeWitt	18,660	8,867	5646	1075	2108	38	9793	6560	1248	1939	46

[1] Other includes Asian Americans and Native Americans.

SOURCE: Data derived from 1970 Census of Population, General Population Characteristics: Texas, U.S. Department of Commerce, Bureau of the Census.

Table 6

Distribution of Population of Counties in Region
By Race, Ethnicity and Gender
Texas - 1977

SOUTHERN	Total	MALE Total	MALE White/ Anglo	MALE Black	MALE Hispanic	MALE Other[1]	FEMALE Total	FEMALE White/ Anglo	FEMALE Black	FEMALE Hispanic	FEMALE Other[1]
Dimmitt	9039	4399	699	30	3651	19	4640	854	35	3730	21
Duval	11,722	5757	973	7	4760	17	5965	792	13	5145	15
Goliad	4869	2325	1178	260	881	6	2544	1281	306	951	6
Guadalupe	33,554	16,256	10,366	1401	4409	80	17,298	10,870	1637	4690	101
Hidalgo	181,535	86,986	17,332	167	68,979	508	94,549	19,152	189	74,632	576
Jackson	12,975	6335	4463	720	1132	20	6640	4629	819	1169	23
Jim Hagg	4654	2253	173	3	2074	3	2401	195	3	2201	2
Jim Wells	33,032	16,040	5425	128	10,410	77	16,992	6056	147	10,715	74
Karnes	13,462	6545	3651	193	2681	20	6917	3842	213	2834	28

[1] Other includes Asian Americans and Native Americans.

SOURCE: Data derived from 1970 Census of Population, General Population Characteristics: Texas, U.S. Department of Commerce, Bureau of the Census.

Table 6

Distribution of Population of Counties in Region
By Race, Ethnicity and Gender
Texas - 1977

SOUTHERN	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Kleberg	33,166	17,269	9258	656	7138	217	15,897	7606	724	7422	145
LaSalle	5014	2421	552	2	1858	9	2593	504	7	2073	9
Lavaca	17,903	8617	7213	773	602	29	9286	7840	829	593	24
Maverick	18,093	8566	850	1	7660	55	9527	785	3	8687	52
Nueces	237,544	116,237	59,168	5311	50,437	1321	121,307	61,125	5712	53,106	1364
Refugio	9494	4663	2440	430	1765	28	4831	2485	478	1845	23
San Patricio	47,288	23,248	11,538	354	11,218	138	24,040	11,485	391	12,013	151
Starr	17,707	8560	170	4	8362	24	9147	148	3	8968	28

[1] Other includes Asian Americans and Native Americans.

SOURCE: Data derived from 1970 Census of Population, General Population Characteristics: Texas, U.S. Department of Commerce, Bureau of the Census.

Table 6

Distribution of Population of Counties in Region
By Race, Ethnicity and Gender
Texas - 1977

SOUTHERN	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Victoria	53,766	25,917	15,571	1913	8320	113	27,849	16,882	2273	8590	104
Webb	72,859	34,802	5446	230	29,013	113	38,057	4428	126	33,367	136
Zapata	4,352	2182	192	*	1990	*	2170	174	*	1994	2
Zavala	11,370	5560	937	18	4563	42	5810	1045	14	4712	39
TOTAL	1,911,333	934,176	395,026	45,229	485,364	8,557	977,157	401,713	46,662	520,777	8,005

[1] Other includes Asian Americans and Native Americans.

SOURCE: Data derived from 1970 Census of Population, General Population Characteristics: Texas, U.S. Department of Commerce, Bureau of the Census.

(*) Data not available.

Table 7

% Distribution of Sample County Work Force by Race, Ethnicity, Gender and Region

PANHANDLE	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Bailey	100%	48.9	33.4	1.6	13.1	0.8	51.1	34.3	1.7	14.1	0.9
Castro	100%	50.6	30.1	2.7	17.3	0.5	49.4	28.7	2.2	18.2	0.4
Cochran	100%	49.6	30.1	3.9	14.6	1.1	50.4	31.5	4.0	13.8	1.0
Dallam	100%	49.1	39.1	0.8	8.9	0.3	50.9	41.1	1.1	8.5	0.2
Deaf Smith	100%	49.4	30.1	0.9	18.0	0.4	50.6	32.8	0.8	16.7	0.3
Gray	100%	48.0	45.0	1.6	1.3	0.3	52.0	48.7	1.8	1.2	0.3
Hale	100%	48.8	32.9	2.8	12.2	0.8	51.2	35.1	3.0	12.3	0.8
Hackley	100%	50.3	37.2	2.3	10.4	0.4	49.7	36.8	2.1	10.4	0.4

[1] Other includes Asian Americans and Native Americans.

SOURCE: Derived from Table 1, Appendix D.

(*) Less than 1/10 of 1%.

Table 7

% Distribution of Sample County Work Force by Race, Ethnicity, Gender and Region

PANHANDLE	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Hutchinson	100%	49.1	45.9	1.2	1.5	0.5	50.9	47.8	1.2	1.4	0.5
Lubbock	100%	49.2	36.6	3.5	8.7	0.3	50.8	38.1	3.8	8.6	0.3
Moore	100%	50.1	45.7	.04	4.1	0.2	49.9	45.4	0.1	4.2	0.3
Ochiltree	100%	49.9	49.4	*	*	0.1	50.1	49.5	*	*	0.6
Parmer	100%	51.0	38.3	1.6	11.0	0.2	49.0	37.9	1.3	9.6	0.2
Potter	100%	47.9	39.8	3.4	4.2	0.5	52.1	43.9	4.0	3.8	0.5
Randall	100%	49.5	47.7	0.1	1.5	0.2	50.5	48.6	0.1	1.7	0.1
Yoakum	100%	49.9	40.2	0.5	8.9	0.3	50.1	40.2	0.6	8.9	0.3
Total											

[1] Other includes Asian Americans and Native Americans.

SOURCE: Derived from Table 1 , Appendix D.

(*) Less than 1/10 of 1%.

Table 8

% Distribution of Sample County Work Force by Race, Ethnicity, Gender and Region

NORTHERN	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Collin	100%	48.9	42.3	3.0	3.2	0.4	51.2	43.8	3.8	3.0	0.4
Dallas	100%	48.3	36.6	7.9	3.4	0.4	51.7	39.3	8.7	3.3	0.4
Denton	100%	47.8	43.0	3.6	2.0	0.4	52.2	46.0	3.5	2.0	0.4
Ellis	100%	48.2	34.7	8.8	4.3	0.5	51.8	37.3	9.6	4.4	0.4
Foard	100%	47.0	44.4	2.9	*	0.1	53.0	49.0	3.0	*	.04
Grayson	100%	48.2	43.5	3.7	0.8	0.2	51.8	46.5	4.2	0.9	0.2
Hardeman	100%	46.5	37.1	5.5	2.9	1.0	53.5	42.5	6.5	3.4	1.1
Johnson	100%	48.7	45.7	1.5	1.4	0.1	51.3	47.9	1.7	1.6	0.1

[1] Other includes Asian Americans and Native Americans.

SOURCE: Derived from Table 2 , Appendix D .

(*) Less than 1/10 of 1%.

Page 2 of 2

Table 8

% Distribution of Sample County Work Force by Race, Ethnicity, Gender and Region

NORTHERN	Total	MALE Total	MALE White/ Anglo	MALE Black	MALE Hispanic	MALE Other[1]	FEMALE Total	FEMALE White/ Anglo	FEMALE Black	FEMALE Hispanic	FEMALE Other[1]
Montague	100%	47.7	47.5	.003	*	0.2	52.3	52.1	0.01	*	0.2
Navarro	100%	47.1	35.6	10.0	1.2	0.2	53.0	39.3	11.8	1.6	0.2
Tarrant	100%	48.9	40.2	5.4	3.0	0.3	51.1	41.9	5.9	3.0	0.3
Wichita	100%	50.1	42.8	3.9	3.0	0.4	49.9	42.7	4.0	2.9	0.4
Wilbarger	100%	47.5	38.4	4.8	3.6	0.7	52.5	43.7	5.2	2.9	0.8
		5									
TOTAL											

[1] Other includes Asian Americans and Native Americans.

SOURCE: Derived from Table 2, Appendix D.

(*) Less than 1/10 of 1%.

Table 9

% Distribution of Sample County Work Force by Race, Ethnicity, Gender and Region

		MALE					FEMALE				
WESTERN	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Andrews	100%	49.7	44.9	1.2	3.5	0.2	50.3	45.2	1.4	3.4	0.2
Coleman	100%	46.7	42.0	1.0	3.5	0.2	53.3	47.8	1.4	3.9	0.1
Dawson	100%	48.3	29.1	2.6	16.3	0.3	51.7	33.4	2.6	15.3	0.4
Ector	100%	49.3	39.5	2.4	7.1	0.3	50.7	40.7	2.6	7.1	0.4
El Paso	100%	49.1	20.1	1.5	2.7	0.5	50.9	19.1	1.3	30.0	0.6
Fisher	100%	48.4	37.3	2.5	8.3	0.2	51.6	40.3	2.5	8.5	0.3
Gaines	100%	49.6	34.8	1.4	12.9	0.3	50.4	36.0	1.5	12.5	0.4
Howard	100%	49.9	39.4	2.3	7.7	0.5	50.1	39.8	2.2	7.5	0.6

[1] Other includes Asian Americans and Native Americans.

SOURCE: Derived from Table 3 , Appendix D .

(*) Less than 1/10 of 1%.

Table 9

% Distribution of Sample County Work Force by Race, Ethnicity, Gender and Region

WESTERN	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Hudspeth	100%	50.0	20.7	0.3	28.8	0.1	50.0	18.2	0.2	31.6	0.1
Jeff Davis	100%	49.6	18.3	0.4	30.3	0.7	50.4	18.4	0.2	31.4	0.4
Menard	100%	48.6	34.0	0.2	14.3	0.2	51.4	34.9	0.2	16.0	0.3
Midland	100%	48.6	38.4	4.6	5.3	0.2	51.4	40.3	5.2	5.7	0.3
Pecos	100%	49.9	29.9	0.5	19.2	0.3	50.1	31.2	0.6	18.1	0.2
Reeves	100%	49.7	20.7	1.5	27.3	0.2	50.3	22.6	1.6	26.0	0.1
Runnels	100%	48.3	37.7	1.2	8.8	0.5	51.7	40.8	1.2	9.1	0.6
Scurry	100%	48.7	41.1	1.5	5.9	0.2	51.3	43.5	1.6	6.0	0.3

[1] Other includes Asian Americans and Native Americans.

SOURCE: Derived from Table 3 , Appendix D.

(*) Less than 1/10 of 1%.

Table 9

% Distribution of Sample County
Work Force by Race, Ethnicity, Gender and Region

		MALE					FEMALE				
WESTERN	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Taylor	100%	48.6	41.0	2.7	21.5	0.2	51.4	43.3	2.8	5.0	0.3
Tom Green	100%	48.8	37.1	2.1	9.3	0.3	51.2	39.4	2.2	9.2	0.3
Upton	100%	50.1	34.3	1.8	12.1	1.8	49.9	35.1	1.8	11.3	1.7
Valverde	100%	50.0	21.0	1.5	27.3	0.3	50.0	19.1	1.2	29.3	0.4
Ward	100%	50.0	36.0	1.7	12.1	0.3	50.0	37.0	1.6	11.1	0.3
Winkler	100%	49.7	42.2	1.1	6.1	0.2	50.3	42.7	1.6	5.8	0.2
TOTAL											

[1] Other includes Asian Americans and Native Americans.

SOURCE: Derived from Table 3 , Appendix D .

(*) Less than 1/10 of 1%.

Table 10

% Distribution of Sample County Work Force by Race, Ethnicity, Gender and Region

		MALE					FEMALE				
EASTERN	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Anderson	100%	47.9	34.7	11.9	1.2	0.2	52.1	38.0	13.1	0.8	0.1
Angelina	100%	48.6	39.2	8.3	1.0	0.1	51.4	41.4	8.8	1.1	0.1
Bowie	100%	48.0	37.2	10.2	0.4	0.1	52.0	40.0	11.5	0.4	0.1
Brazoria	100%	52.0	41.0	5.4	5.4	0.2	48.0	39.3	4.0	4.5	0.2
Brazos	100%	54.7	40.8	7.5	5.7	0.7	45.3	31.2	8.6	5.1	0.4
Cass	100%	47.9	35.3	12.5	*	0.1	52.1	38.0	14.0	*	0.1
Chambers	100%	50.0	37.8	10.2	1.9	0.1	50.0	37.7	10.2	1.9	0.2
Cherokee	100%	48.3	36.1	10.8	1.1	0.3	51.7	39.1	11.5	1.0	0.2

[1] Other includes Asian Americans and Native Americans.

SOURCE: Derived from Table 4 , Appendix D .

(*) Less than 1/10 of 1%.

Table 10

% Distribution of Sample County Work Force by Race, Ethnicity, Gender and Region

EASTERN	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Colorado	100%	48.7	32.3	11.0	5.2	0.1	51.3	34.1	12.1	5.0	0.1
Delta	100%	48.4	42.1	5.8	*	0.4	51.7	45.1	6.4	*	0.2
Falls	100%	47.2	28.0	14.5	4.5	0.3	52.8	30.8	17.0	4.6	0.3
Ft. Bend	100%	50.6	28.3	8.6	13.5	0.2	49.4	27.7	8.4	13.1	0.3
Galveston	100%	48.8	33.3	9.2	6.0	0.3	51.2	34.5	10.4	6.0	0.3
Gregg	100%	48.2	38.7	8.9	0.5	0.1	51.8	41.7	10.1	0.5	0.2
Hardin	100%	49.3	41.6	6.8	0.8	0.1	50.7	42.9	6.9	0.8	0.1
Harris	100%	48.9	33.5	9.6	5.3	0.4	51.1	34.9	10.5	5.3	0.4

[1] Other includes Asian Americans and Native Americans.

SOURCE: Derived from Table 4 , Appendix D.

(*) Less than 1/10 of 1%.

Table 10

% Distribution of Sample County Work Force by Race, Ethnicity, Gender and Region

EASTERN	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Harrison	100%	47.5	30.1	17.3	*	0.1	52.5	33.0	19.4	*	0.1
Henderson	100%	48.0	39.1	8.1	0.7	0.1	52.0	41.8	9.0	1.0	0.2
Houston	100%	50.6	28.5	19.7	2.3	0.1	49.4	27.3	21.1	0.9	0.2
Jefferson	100%	48.5	34.2	11.9	2.3	0.1	51.5	36.1	13.1	2.2	0.1
Lamar	100%	47.7	39.4	8.1	*	0.2	52.3	42.9	9.1	*	0.3
Liberty	100%	49.0	38.1	10.0	19.5	0.1	51.2	39.5	10.8	0.7	0.2
Matagorda	100%	48.5	30.3	9.1	8.9	0.3	51.5	31.3	10.2	9.6	0.4
Montgomery	100%	50.0	42.5	5.6	1.8	0.2	50.0	42.1	6.2	1.5	0.2

[1] Other includes Asian Americans and Native Americans.

SOURCE: Derived from Table 4, Appendix D.

(*) Less than 1/10 of 1%.

Table 10

% Distribution of Sample County Work Force by Race, Ethnicity, Gender and Region

		MALE					FEMALE				
EASTERN	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Nacogdoches	100%	48.4	37.0	9.8	1.4	0.2	51.6	39.1	11.1	1.2	0.2
Newton	100%	49.4	35.6	13.8	*	0.03	50.6	35.5	15.1	*	0.02
Orange	100%	49.5	43.5	4.4	1.5	0.1	50.5	44.0	4.8	1.6	0.1
Panola	100%	47.3	34.6	12.7	*	0.04	52.8	38.3	14.4	*	0.1
Polk	100%	49.2	34.0	13.0	1.3	0.9	50.8	35.0	13.5	1.5	0.8
Red River	100%	47.9	37.9	9.8	*	0.2	52.1	41.1	10.8	*	0.2
Rusk	100%	48.0	35.0	12.9	*	0.1	52.0	38.0	14.0	*	0.1
Trinity	100%	48.8	35.1	13.7	*	0.01	51.2	36.7	14.5	*	0.03

[1] Other includes Asian Americans and Native Americans.

SOURCE: Derived from Table 4 , Appendix D.

(*) Less than 1/10 of 1%.

Table 10

% Distribution of Sample County Work Force by Race, Ethnicity, Gender and Region

		MALE					FEMALE				
EASTERN	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Tyler	100%	48.9	39.9	8.9	*	0.1	51.1	41.9	9.0	*	0.1
Van Zandt	100%	48.8	35.1	13.7	*	0.2	51.3	48.0	3.2	*	0.2
Waller	100%	48.3	21.1	25.1	1.6	0.4	51.7	22.1	27.4	1.8	0.3
Wharton	100%	48.5	29.7	9.3	9.2	0.3	51.5	31.1	10.5	9.6	0.3
Wood	100%	48.2	41.3	6.7	*	0.1	51.8	44.0	7.7	*	0.1
TOTAL											

[1] Other includes Asian Americans and Native Americans.

SOURCE: Derived from Table 4 , Appendix D.

(*) Less than 1/10 of 1%.

Table 11

% Distribution of Sample County Work Force by Race, Ethnicity, Gender and Region

CENTRAL	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Bell	100%	54.9	41.4	7.2	5.2	1.1	45.1	34.3	5.5	4.3	0.9
Bosque	100%	49.2	46.5	1.5	*	0.3	51.7	49.9	1.6	*	0.3
Burnet	100%	48.9	43.8	0.7	4.2	0.2	51.1	46.0	0.9	3.9	0.2
Coryell	100%	64.8	50.5	7.9	5.4	1.0	35.2	31.9	1.1	1.6	0.5
Fayette	100%	48.2	41.4	5.3	1.4	0.1	51.8	43.6	6.4	1.6	0.1
Hays	100%	48.1	27.6	1.8	18.3	0.3	51.9	30.4	1.9	19.3	0.3
Llano	100%	47.6	47.4	0.2	*	0.01	52.4	52.1	0.2	*	0.1
McLennan	100%	48.1	36.7	7.5	3.7	0.2	51.9	39.3	8.6	3.7	0.3

[1] Other includes Asian Americans and Native Americans.

SOURCE: Derived from Table 5 , Appendix D .

(*) Less than 1/10 of 1%.

Table 11

% Distribution of Sample County Work Force by Race, Ethnicity, Gender and Region

		MALE					FEMALE				
CENTRAL	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Milam	100%	47.9	36.6	7.5	3.6	0.2	52.1	39.3	9.3	3.3	0.2
Travis	100%	49.7	36.6	5.2	7.5	0.5	50.3	36.7	5.8	7.4	0.5
Williamson	100%	48.4	34.4	5.4	8.0	0.5	51.6	36.9	6.2	8.0	0.4
TOTAL											

[1] Other includes Asian Americans and Native Americans.

SOURCE: Derived from Table 5, Appendix D.

(*) Less than 1/10 of 1%.

Table 12

% Distribution of Sample County Work Force by Race, Ethnicity, Gender and Region

		MALE					FEMALE				
SOUTHERN	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Atascosa	100%	49.5	23.3	0.4	25.7	0.1	50.5	24.3	0.4	25.6	0.1
Bee	100%	51.1	30.0	1.3	19.2	0.5	48.9	27.4	1.1	19.9	0.5
Bexar	100%	49.2	23.4	3.3	21.9	0.6	50.8	23.4	3.5	23.4	0.5
Brooks	100%	49.2	9.5	0.1	39.4	0.1	50.8	10.1	0.1	40.5	0.1
Caldwell	100%	55.9	22.0	15.2	18.2	0.5	44.1	23.5	6.1	14.2	0.2
Calhoun	100%	49.8	30.6	2.2	16.7	0.4	50.2	30.6	2.3	16.8	0.4
Cameron	100%	47.4	11.0	0.2	35.9		52.6	11.7	0.2	40.4	0.3
DeWitt	100%	47.5	30.3	5.8	11.3		52.5	35.2	6.7	10.4	0.2

[1] Other includes Asian Americans and Native Americans.

SOURCE: Derived from Table 6, Appendix D.

(*) Less than 1/10 of 1%.

Table 12

% Distribution of Sample County Work Force by Race, Ethnicity, Gender and Region

		MALE					FEMALE				
SOUTHERN	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Dimmitt	100%	48.7	7.7	0.3	40.4	0.2	51.3	9.4	0.4	41.3	0.2
Duval	100%	49.1	8.3	0.1	40.6	0.2	50.9	6.8	0.1	43.9	0.1
Goliad	100%	47.8	24.2	5.3	18.1	0.1	52.2	26.3	6.3	19.5	0.1
Guadalupe	100%	48.4	30.9	4.2	13.1	0.2	51.6	32.4	4.9	14.0	0.3
Hidalgo	100%	47.9	9.5	0.1	38.0	0.3	52.1	10.6	0.1	41.1	0.3
Jackson	100%	48.8	34.4	5.6	8.7	0.2	51.2	35.7	6.3	9.0	0.2
Jim Hogg	100%	48.4	3.7	0.1	44.6	0.1	51.6	4.2	0.1	47.3	0.04
Jim Wells	100%	48.6	16.4	0.4	31.5	.02	51.4	18.3	0.5	32.4	0.2

[1] Other includes Asian Americans and Native Americans.

SOURCE: Derived from Table 6, Appendix D.

(*) Less than 1/10 of 1%.

Table 12

% Distribution of Sample County Work Force by Race, Ethnicity, Gender and Region

SOUTHERN	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Karnes	100%	48.6	27.1	1.4	19.9	0.2	51.4	28.5	1.6	21.1	0.2
Kleberg	100%	52.1	27.9	2.0	21.5	0.7	47.9	22.9	2.2	22.4	0.4
LaSalle	100%	48.3	11.0	.04	37.1	0.2	51.7	10.1	0.1	41.3	0.2
Lavaca	100%	48.1	40.3	4.3	3.4	0.2	51.9	43.8	4.6	3.3	0.1
Maverick	100%	47.3	4.7	.001	42.3	0.3	52.7	4.3	0.02	48.0	5.2
Nueces	100%	48.9	24.9	2.2	21.2	0.6	51.1	25.7	2.4	22.0	0.6
Refugio	100%	49.1	25.7	4.5	18.6	0.3	50.9	26.2	5.0	19.4	0.2
San Patricio	100%	49.2	24.4	0.7	23.7	0.3	50.8	24.3	0.8	25.4	0.4
Starr	100%	48.3	1.0	0.02	47.2	0.1	51.7	0.8	0.02	50.6	0.2

[1] Other includes Asian Americans and Native Americans.

SOURCE: Derived from Table 6 , Appendix D.

Table 12

% Distribution of Sample County Work Force by Race, Ethnicity, Gender and Region

SOUTHERN	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Victoria	100%	48.2	29.0	3.6	15.5	0.2	51.8	31.4	4.2	16.0	0.2
Webb	100%	47.8	7.5	0.3	39.8	0.2	52.2	6.1	0.2	45.8	0.2
Zapata	100%	50.1	4.4	*	45.7	*	49.9	4.0	*	45.8	0.1
Zavala	100%	48.9	8.2	0.2	40.1	0.4	51.1	9.2	0.1	41.4	0.3
TOTAL											

[1] Other includes Asian Americans and Native Americans.

SOURCE: Derived from Table 6, Appendix D.

(*) Less than 1/10 of 1%.

Table 13

Distribution of Total Texas County Sample Work Force by Race, Ethnicity, Gender and Region

		MALE					FEMALE				
	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Panhandle	1,721	864	767	35	59	3	857	758	45	49	5
North Texas	5,799	2,908	2,567	251	83	7	2,891	2,356	450	73	12
West Texas	4,274	1,804	1,081	93	624	6	2,474	1,746	158	509	61
East Texas	12,264	6,247	4,868	928	407	44	6,018	4,547	1,147	284	40
Central Texas	1,967	1,102	908	81	110	3	865	696	64	102	3
South Texas	6,494	3,535	1,194	123	2,202	16	2,959	1,203	182	1,538	36
TOTAL	32,524	16,460	11,385	1,511	3,485	79	16,064	11,306	2,046	2,555	157

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas, Computer Printout, August, 1979.

Table 14

Distribution of Total Texas County Sample Work Force by Race, Ethnicity, Gender, Region, and Function

Texas 1977

(Financial Administration Function)

Financial Administration	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Panhandle	557	142	114	12	15	1	415	363	23	24	0
North Texas	1,970	724	672	36	16	0	1,246	1,146	72	25	3
West Texas	884	251	155	12	83	1	633	466	9	157	1
East Texas	4,136	1,735	1,367	222	135	11	2,401	1,991	259	140	11
Central Texas	669	186	162	7	16	1	483	414	24	44	1
South Texas	2,016	640	304	27	301	8	1,376	616	45	708	7
Total	10,232	3,678	2,774	316	566	22	6,554	5,001	432	1,098	23

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas (Computer Tape) for June 30, 1977.

Table 15

Distribution of Total Texas County Sample Work Force by Race, Ethnicity, Gender, Region, and Function

Texas 1977

(Streets and Highways Function)

Streets and Highways		MALE					FEMALE				
	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Panhandle	335	334	308	6	19	1	1	1	0	0	0
North Texas	630	609	574	24	11	0	21	20	1	0	0
West Texas	532	528	319	9	200	0	4	3	1	0	0
East Texas	1,541	1,476	1,181	209	70	16	65	57	5	3	0
Central Texas	441	433	364	25	44	0	8	7	0	1	0
South Texas	1,161	1,132	287	24	820	1	29	11	0	18	0
Total	4,640	4,512	3,033	297	1,164	18	128	99	7	22	0

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas (Computer Tape) for June 30, 1977.

Table 16

Distribution of Total Texas County Sample Work Force by Race, Ethnicity, Gender, Region, and Function
Texas 1977
(Public Welfare Function)

Public Welfare	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Panhandle	20	6	5	0	1	0	14	12	1	1	0
North Texas	88	14	9	4	1	0	74	37	33	4	0
West Texas	33	10	7	0	3	0	23	16	0	7	0
East Texas	192	41	29	9	3	0	151	104	37	10	0
Central Texas	46	15	10	1	4	0	31	17	4	10	0
South Texas	119	39	9	1	29	0	80	16	3	61	0
Total	498	125	69	15	41	0	373	202	78	93	0

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas (Computer Tape) for June 30, 1977.

Table 17

Distribution of Total Texas County Sample Work Force by Race, Ethnicity, Gender, Region, and Function Texas 1977 (Police Protection Function)

Police Protection	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Panhandle	258	203	192	5	6	0	55	54	1	0	0
North Texas	788	579	536	28	15	0	209	161	42	5	1
West Texas	325	256	193	11	52	0	69	53	2	14	0
East Texas	1,691	1,345	1,168	109	62	6	346	284	45	16	1
Central Texas	269	214	191	10	13	0	55	45	5	5	0
South Texas	784	648	279	15	352	2	136	64	5	67	0
Total	4,115	3,245	2,559	178	500	8	870	661	100	107	2

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas (Computer Tape) for June 30, 1977.

Table 18

Distribution of Total Texas County Sample
Work Force by Race, Ethnicity, Gender,
Region, and Function
Texas 1977
(Fire Protection Function)

Fire Protection	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Panhandle	-----	-----	-----	-----	-----	NONE	-----	-----	-----	-----	-----
North Texas	8	4	3	0	1	0	4	4	0	0	0
West Texas	7	4	4	0	0	0	3	2	1	0	0
East Texas	-----	-----	-----	-----	-----	NONE	-----	-----	-----	-----	-----
Central Texas	-----	-----	-----	-----	-----	NONE	-----	-----	-----	-----	-----
South Texas	9	8	1	0	7	0	1	0	0	1	0
Total	24	16	8	0	8	0	8	6	1	1	0

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas (Computer Tape) for June 30, 1977.

Table 19

Distribution of Total Texas County Sample Work Force by Race, Ethnicity, Gender, Region, and Function
Texas 1977
(Natural Rescurces Function)

Natural Resources	Total	MALE Total	MALE White/Anglo	MALE Black	MALE Hispanic	MALE Other[1]	FEMALE Total	FEMALE White/Anglo	FEMALE Black	FEMALE Hispanic	FEMALE Other[1]
Panhandle	93	44	44	0	0	0	49	49	0	0	0
North Texas	73	41	27	12	2	0	32	28	4	0	0
West Texas	390	236	136	16	83	1	154	113	5	36	0
East Texas	617	492	292	147	44	9	125	104	20	1	0
Central Texas	23	11	9	2	0	0	12	8	2	1	1
South Texas	296	223	79	7	137	0	73	40	0	33	0
Total	1,492	1,047	587	184	266	10	445	342	31	71	1

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas (Computer Tape) for June 30, 1977.

Table 20

Distribution of Total Texas County Sample Work Force by Race, Ethnicity, Gender, Region, and Function
Texas 1977
(Hospitals and Sanatoriums Function)

Hospitals and Sanatoriums	Total	MALE Total	MALE White/ Anglo	MALE Black	MALE Hispanic	MALE Other[1]	FEMALE Total	FEMALE White/ Anglo	FEMALE Black	FEMALE Hispanic	FEMALE Other[1]
Panhandle	273	44	33	9	1	1	229	200	13	12	4
North Texas	265	37	34	2	1	0	228	193	29	3	3
West Texas	1,631	234	139	32	60	3	1,397	974	134	230	59
East Texas	2,256	262	157	87	18	0	1,994	1,348	562	60	24
Central Texas	134	13	13	0	0	0	121	115	5	1	0
South Texas	982	156	54	10	90	2	826	348	114	336	28
Total	5,541	746	430	140	170	6	4,795	3,178	857	642	118

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas (Computer Tape) for June 30, 1977.

Table 21

Distribution of Total Texas County Sample Work Force by Race, Ethnicity, Gender, Region, and Function
Texas 1977
(Health Function)

Health	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Panhandle	41	21	11	1	9	0	20	14	3	2	1
North Texas	999	270	190	65	10	5	729	476	217	31	5
West Texas	60	22	17	2	3	0	38	31	0	7	0
East Texas	360	173	129	29	14	1	187	114	60	11	2
Central Texas	12	7	6	1	0	0	5	4	0	1	0
South Texas	245	57	26	0	30	1	188	35	2	151	0
Total	1,717	550	379	98	66	7	1,167	674	282	203	8

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas (Computer Tape) for June 30, 1977.

Table 22

Distribution of Total Texas County Sample
Work Force by Race, Ethnicity, Gender,
Region, and Function
Texas 1977
(Housing Function)

Housing	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Panhandle	----	----	----	----	----	NONE	----	----	----	----	----
North Texas	----	----	----	----	----	NONE	----	----	----	----	----
West Texas	----	----	----	----	----	NONE	----	----	----	----	----
East Texas	1	0	0	0	0	0	1	1	0	0	0
Central Texas	----	----	----	----	----	NONE	----	----	----	----	----
South Texas	6	6	4	0	2	0	0	0	0	0	0
Total	7	6	4	0	2	0	1	1	0	0	0

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas (Computer Tape) for June 30, 1977.

Table 23

Distribution of Total Texas County Sample Work Force by Race, Ethnicity, Gender, Region, and Function Texas 1977 (Community Development Function)

Community Development	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Panhandle	----	----	----	----	----	NONE	----	----	----	----	----
North Texas	9	7	7	0	0	0	2	1	1	0	0
West Texas	13	12	1	0	11	0	1	1	0	0	0
East Texas	22	11	8	2	1	0	11	8	3	0	0
Central Texas	10	8	6	0	2	0	2	2	0	0	0
South Texas	6	5	4	0	1	0	1	0	0	1	0
Total	60	43	26	2	15	0	17	12	4	1	0

---

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas (Computer Tape) for June 30, 1977.

Table 24

Distribution of Total Texas County Sample Work Force by Race, Ethnicity, Gender, Region, and Function
Texas 1977
(Sanitation and Sewage Function)

Sanitation and Sewage	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Panhandle	6	5	4	0	1	0	1	0	0	1	0
North Texas	-----	-----	-----	-----	-----	N O N E	-----	-----	-----	-----	-----
West Texas	-----	-----	-----	-----	-----	N O N E	-----	-----	-----	-----	-----
East Texas	49	49	37	10	2	0	0	0	0	0	0
Central Texas	11	9	6	0	2	1	2	2	0	0	0
South Texas	65	60	8	1	51	0	5	1	0	4	0
Total	131	123	55	11	56	1	8	3	0	5	0

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas (Computer Tape) for June 30, 1977.

Table 25

Distribution of Total Texas County Sample Work Force by Race, Ethnicity, Gender, Region, and Function Texas 1977 (Utilities and Transportation Function)

Utilities and Transportation	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Panhandle	4	3	3	0	0	0	1	1	0	0	0
North Texas	20	19	19	0	0	0	1	1	0	0	0
West Texas	7	6	6	0	0	0	1	1	0	0	0
East Texas	44	37	32	4	1	0	7	4	3	0	0
Central Texas						NONE					
South Texas	26	24	9	3	12	0	2	0	0	2	0
Total	101	89	69	7	13	0	12	7	3	2	0

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas (Computer Tape) for June 30, 1977.

Table 26

Distribution of Total Texas County Sample Work Force by Race, Ethnicity, Gender, Region, and Function

Texas 1977

(Corrections Function)

Corrections	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Panhandle	100	49	41	2	6	0	51	41	4	6	0
North Texas	759	472	383	65	22	2	287	235	47	5	0
West Texas	265	166	93	9	64	0	99	57	7	34	1
East Texas	813	391	305	56	30	0	422	293	103	26	0
Central Texas	298	160	109	25	25	1	138	75	24	38	1
South Texas	721	494	122	26	344	2	227	65	11	150	1
Total	2,956	1,732	1,053	183	491	5	1,224	766	196	259	3

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas (Computer Tape) for June 30, 1977.

Table 27

Distribution of Total Texas County Sample Work Force by Race, Ethnicity, Gender, Region, and Function Texas 1977 (Other Functions)

Other	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Panhandle	34	13	12	0	1	0	21	18	0	3	0
North Texas	190	132	113	15	4	0	58	54	4	0	0
West Texas	138	83	15	2	65	1	55	31	0	24	0
East Texas	536	231	159	44	27	1	305	237	49	17	2
Central Texas	54	46	32	10	4	0	8	7	0	1	0
South Texas	58	43	8	9	26	0	15	7	2	6	0
Total	1,010	548	339	80	127	2	462	354	55	51	2

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas (Computer Tape) for June 30, 1977.

Table 28

Distribution of Total Texas County Sample Work Force by Race, Ethnicity, Gender and Job Category 1977

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	1,831	1,163	965	32	159	7	668	604	18	44	2
Professionals	4,238	2,128	1,749	152	208	19	2,110	1,632	268	130	80
Para-Professionals	2,159	637	376	94	164	3	1,522	891	359	267	5
Technician	2,851	1,207	909	86	204	8	1,644	1,107	271	229	37
Protective Service	4,100	3,612	2,633	216	753	10	488	342	66	80	0
Office and Clerical	9,244	1,029	688	63	269	9	8,215	6,058	619	1,507	31
Skilled Craft	2,702	2,551	1,892	172	477	10	151	124	11	16	0
Service/ Maintenance	5,399	4,133	2,173	696	1,251	13	1,266	548	434	282	2
Total	32,524	16,460	11,385	1,511	3,485	79	16,064	11,306	2,046	2,555	157

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas (Computer Tape) for June 30, 1977.

Table 29

Percentage Distribution of Total Texas County Sample Work Force by Race, Ethnicity, Gender and Job Category

Texas - 1977

(Horizontal Distribution)

		MALE					FEMALE				
JOB CATEGORY	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	100.0	63.5	52.7	1.7	8.7	0.4	36.5	33.0	1.0	2.4	0.1
Professionals	100.0	50.2	41.3	3.6	4.9	0.4	49.8	38.5	6.3	3.1	1.9
Para-Professionals	100.0	29.5	17.4	4.4	7.6	0.1	70.5	41.3	16.6	12.4	0.2
Technician	100.0	42.3	31.9	3.0	7.2	0.3	57.7	38.8	9.5	8.0	1.3
Protective Service	100.0	88.1	64.2	5.3	18.4	0.2	11.9	8.3	1.6	2.0	0.0
Office and Clerical	100.0	11.1	7.4	0.7	2.9	0.1	88.9	65.5	6.7	16.3	0.3
Skilled Craft	100.0	94.4	70.0	6.4	17.6	0.4	5.6	4.6	0.4	0.6	0.0
Service/ Maintenance	100.0	76.6	40.2	12.9	23.2	0.2	23.4	10.2	8.0	5.2	*[3]
Total[2]	100.0	50.6	35.0	4.6	10.7	0.2	49.4	34.7	6.3	7.9	*[3]

[1] Other includes Asian Americans and Native Americans. [2] Totals may vary slightly from 100% due to to rounding error.

SOURCE: Derived from Table 61, Appendix A.

[3] Asterisk (*) denotes less than 1/10 of 1%.

Table 30

Percentage Distribution of Total Texas County Sample Work Force by Race, Ethnicity, Gender and Job Category

Texas - 1977

(Verticial Distribution)

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	5.6	7.1	8.5	2.1	4.6	8.9	4.2	5.3	0.9	1.7	1.3
Professionals	13.0	12.9	15.4	10.1	6.0	24.0	13.1	14.4	13.1	5.1	51.0
Para-Professionals	6.6	3.9	3.3	6.2	4.7	3.8	9.5	7.9	17.5	10.4	3.2
Technician	8.8	7.3	8.0	5.7	5.9	10.1	10.2	9.8	13.2	9.0	23.6
Protective Service	12.6	21.9	23.1	14.3	21.6	12.7	3.0	3.0	3.2	3.1	0.0
Office and Clerical	28.4	6.3	6.0	4.2	7.7	11.4	51.1	53.6	30.3	59.0	19.7
Skilled Craft	8.3	15.5	16.6	11.4	13.7	12.7	0.9	1.1	0.5	0.6	0.0
Service/ Maintenance	16.6	25.1	19.1	46.1	35.9	16.4	7.9	4.8	21.2	11.0	1.3
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

[1] Other includes Asian Americans and Native Americans.

SOURCE: Derived from Table 61, Appendix A.

Table 31

Distribution of Texas County Work Force Sample Work Force by Race, Ethnicity, Gender and Salary Level

		MALE					FEMALE				
	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
0.1 - 3.9	813	396	265	28	102	1	417	298	36	82	1
4.0 - 5.9	4,772	1,479	515	155	802	7	3,293	1,928	464	890	11
6.0 - 7.9	8,485	3,313	1,788	350	1,167	8	5,172	3,568	668	915	21
8.0 - 9.9	7,109	3,591	2,541	340	698	12	3,518	2,559	486	429	44
10.0 - 12.9	6,676	4,315	3,340	464	487	24	2,361	1,880	235	187	59
13.0 - 15.9	2,532	1,857	1,566	125	155	11	675	549	76	37	13
16.0 - 24.9	1,546	1,213	1,099	39	60	15	333	300	21	10	2
25.0 and Above	591	296	271	10	14	1	295	224	60	5	6
Total	32,524	16,460	11,385	1,511	3,485	79	16,064	11,306	2,046	2,555	157

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission. EEO-4 Statistical File for the State of Texas (Computer Tape) for June 30, 1977.

Table 32
Percentage
Distribution of Total Texas County Sample
Work Force by Race, Ethnicity, Gender
and Salary Level
Texas - 1977

(Horizontal Distribution)

Salary Level	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
0.1 - 3.9	100%	48.7	32.6	3.4	12.5	0.1	51.3	36.7	4.4	10.1	0.1
4.0 - 5.9	100%	31.0	10.8	3.2	16.8	0.1	69.0	40.4	9.7	18.6	0.2
6.0 - 7.9	100%	39.0	21.1	4.1	13.8	0.1	61.0	42.0	7.9	10.8	0.2
8.0 - 9.9	100%	50.5	35.7	4.8	9.8	0.2	49.5	36.0	6.8	6.0	0.6
10.0 - 12.9	100%	64.6	50.0	7.0	7.3	0.4	35.4	28.2	3.5	2.8	0.9
13.0 - 15.9	100%	73.3	61.8	4.9	6.1	0.4	26.7	21.7	3.0	1.5	0.5
16.0 - 24.9	100%	78.5	71.1	2.5	3.9	1.0	21.5	19.4	1.4	0.6	0.1
25.0 and Above	100%	50.1	45.9	1.7	2.4	0.2	49.9	37.9	10.2	0.8	1.0
Total[2]	100%	50.6	35.0	4.6	10.7	0.2	49.4	34.8	6.3	7.9	0.5

[1] Other includes Asian Americans and Native Americans.

SOURCE: Derived from Table 31, Appendix D.

[2] Totals may vary slightly from 100% due to rounding error.

Table 33

Percentage Distribution of Total Texas County Sample Work Force by Race, Ethnicity, Gender and Salary Level

Texas - 1977

(Vertical Distribution)

Salary Level	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Mexican American	Other[1]	Total	White/ Anglo	Black	Mexican American	Other[1]
0.1 - 3.9	2.5	2.4	2.3	1.8	2.9	1.3	2.6	2.6	1.8	3.2	0.6
4.0 - 5.9	14.7	9.0	4.5	10.2	23.0	8.9	20.5	17.1	22.7	34.8	7.0
6.0 - 7.9	26.1	20.1	15.7	23.2	33.5	10.1	32.2	31.6	32.6	35.8	13.4
8.0 - 9.9	21.9	21.8	22.3	22.5	20.0	15.2	21.9	22.6	23.8	16.8	28.0
10.0 - 12.9	20.1	26.2	29.3	30.7	14.0	30.4	14.7	16.6	11.5	7.3	37.6
13.0 - 15.9	7.9	11.3	13.8	8.3	4.4	13.9	4.2	4.9	3.7	1.4	8.3
16.0 - 24.9	4.8	7.4	9.7	2.6	1.7	19.0	2.1	2.6	1.0	0.4	1.3
25.0 and Above	1.8	1.8	2.4	0.7	0.4	1.3	1.8	2.0	2.9	0.2	3.8
Total[2]	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

[1] Other includes Asian Americans and Native Americans.

SOURCE: Derived from Table 31, Appendix D.

[2] Due to rounding error, totals may vary slightly from 100%.

Table 34

Distribution of Total Texas County Sample Work Force by Race, Ethnicity, Gender and Job Category

1977

Panhandle

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	122	75	71	1	2	1	47	47	0	0	0
Professionals	153	85	78	2	4	1	68	63	0	0	5
Para-Professionals	160	41	38	1	2	0	119	107	7	5	0
Technician	119	48	44	2	2	0	71	65	3	3	0
Protective Service	242	196	181	7	8	0	46	41	4	1	0
Office and Clerical	474	15	13	1	0	1	459	410	21	28	0
Skilled Craft	235	223	199	2	22	0	12	8	0	4	0
Service/ Maintenance	216	181	143	19	19	0	35	17	10	8	0
Total	1,721	864	767	35	59	3	857	758	45	49	5

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas (Computer Tape) for June 30, 1977.

Table 35

Distribution of Total Texas County Sample Work Force by Race, Ethnicity, Gender and Job Category
1977
North Texas

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	224	156	147	6	3	0	68	66	2	0	0
Professionals	1,085	625	552	55	17	1	460	351	94	12	3
Para-Professionals	205	63	35	25	3	0	142	76	59	4	3
Technician	553	339	308	20	11	0	214	167	43	4	0
Protective Service	751	647	587	38	20	2	104	86	15	3	0
Office and Clerical	1,954	261	239	14	8	0	1,693	1,479	167	41	6
Skilled Craft	309	306	282	14	6	4	3	3	0	0	0
Service/ Maintenance	718	511	417	79	15	0	207	128	70	9	0
Total	5,799	2,908	2,567	251	83	7	2,891	2,356	450	73	12

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas (Computer Tape) for June 30, 1977.

Table 36

Distribution of Total Texas County Sample Work Force by Race, Ethnicity, Gender and Job Category 1977

West Texas

JOB CATEGORY	Total	MALE Total	MALE White/ Anglo	MALE Black	MALE Hispanic	MALE Other[1]	FEMALE Total	FEMALE White/ Anglo	FEMALE Black	FEMALE Hispanic	FEMALE Other[1]
Officials and Administrators	156	93	74	0	19	0	63	49	1	13	0
Professionals	467	143	111	0	28	4	324	276	7	18	23
Para-Professionals	377	114	52	6	56	0	263	164	21	77	1
Technician	607	147	81	9	55	2	460	329	44	55	32
Protective Service	401	334	242	19	73	0	67	47	6	14	0
Office and Clerical	1,061	61	29	2	30	0	1,000	739	20	238	3
Skilled Craft	303	299	222	4	73	0	4	0	0	4	0
Service/ Maintenance	906	613	270	53	290	0	293	142	59	90	2
Total	4,278	1,804	1,081	93	624	6	2,474	1,746	158	509	61

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas (Computer Tape) for June 30, 1977.

Table 37

Distribution of Total Texas County Sample Work Force by Race, Ethnicity, Gender and Job Category 1977

East Texas

JOB CATEGORY	Total	MALE Total	MALE White/ Anglo	MALE Black	MALE Hispanic	MALE Other[1]	FEMALE Total	FEMALE White/ Anglo	FEMALE Black	FEMALE Hispanic	FEMALE Other[1]
Officials and Administrators	934	560	513	24	18	5	374	351	13	9	1
Professionals	1,749	784	649	80	45	10	965	756	152	31	26
Para-Professionals	916	200	150	38	11	1	716	449	228	38	1
Technician	873	392	318	47	21	6	481	342	120	18	1
Protective Service	1,468	1,310	1,130	108	69	3	158	122	32	4	0
Office and Clerical	3,024	320	251	35	32	2	2,704	2,218	326	149	11
Skilled Craft	1,164	1,040	835	133	67	5	124	109	10	5	0
Service/ Maintenance	2,137	1,641	1,022	463	144	12	496	200	266	30	0
Total	12,265	6,247	4,868	928	407	44	6,018	4,547	1,147	284	40

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas (Computer Tape) for June 30, 1977.

Table 38

Distribution of Total Texas County Sample Work Force by Race, Ethnicity, Gender and Job Category
1977
Central Texas

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	73	55	53	1	0	1	18	17	1	0	0
Professionals	250	169	141	9	18	1	81	61	8	11	1
Para-Professionals	138	83	59	15	9	0	55	39	9	7	0
Technician	116	51	46	0	5	0	65	60	1	4	0
Protective Service	230	213	184	12	17	0	17	11	4	2	0
Office and Clerical	668	72	64	2	6	0	596	481	36	77	2
Skilled Craft	246	241	207	12	22	0	5	4	1	0	0
Service/ Maintenance	246	218	154	30	33	1	28	23	4	1	0
Total	1,967	1,102	908	81	110	3	865	696	64	102	3

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas (Computer Tape) for June 30, 1977.

Table 39

Distribution of Total Texas County Sample Work Force by Race, Ethnicity, Gender and Job Category
1977
South Texas

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	322	224	107	0	117	0	98	74	1	22	1
Professionals	534	322	218	6	96	2	212	125	7	58	22
Para-Professionals	363	136	42	9	83	2	227	56	35	136	0
Technician	583	230	112	8	110	0	353	144	60	145	4
Protective Service	1,008	912	309	32	566	5	96	35	5	56	0
Office and Clerical	2,063	300	92	9	193	6	1,763	731	49	974	9
Skilled Craft	445	442	147	7	287	1	3	0	0	3	0
Service/ Maintenance	1,176	969	167	52	750	0	207	38	25	144	0
Total	6,494	3,535	1,194	123	2,202	16	2,959	1,203	182	1,538	36

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas (Computer Tape) for June 30, 1977.

Table 40

Distribution of Texas County Work Force Sample Work Force by Race, Ethnicity, Gender and Salary Level

Panhandle Region
1977

		MALE					FEMALE				
	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
0.1 - 3.9	128	63	57	5	1	0	65	56	4	5	0
4.0 - 5.9	283	64	48	9	7	0	219	177	13	29	0
6.0 - 7.9	476	114	92	6	16	0	362	323	26	13	0
8.0 - 9.9	447	317	290	6	20	1	130	123	1	2	4
10.0 - 12.9	298	234	213	7	13	1	64	62	1	0	1
13.0 - 15.9	64	52	49	1	1	1	12	12	0	0	0
16.0 - 24.9	25	20	18	1	1	0	5	5	0	0	0
25.0 and Above	------	------	------	------	------	NONE	------	------	------	------	------
Total	1,721	864	767	35	59	3	857	758	45	49	5

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission. EEO-4 Statistical File for the State of Texas (Computer Tape) for June 30, 1977.

Table 41

Distribution of Texas County Work Force Sample
Work Force by Race, Ethnicity, Gender
and Salary Level
North Texas Region
1977

		MALE					FEMALE				
	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
0.1 - 3.9	40	11	10	1	0	0	29	27	2	0	0
4.0 - 5.9	428	124	77	42	5	0	304	226	68	9	1
6.0 - 7.9	1,488	481	411	57	13	0	1,007	796	178	27	6
8.0 - 9.9	1,277	528	468	46	14	0	749	612	114	21	2
10.0 - 12.9	1,361	843	746	62	32	3	518	451	55	10	2
13.0 - 15.9	621	457	403	37	17	0	164	131	29	4	0
16.0 - 24.9	505	387	377	5	1	4	118	111	4	2	1
25.0 and Above	79	77	75	1	1	0	2	2	0	0	0
Total	5,799	2,908	2,567	251	83	7	2,891	2,356	450	73	12

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission. EEO-4 Statistical File for the State of Texas (Computer Tape) for June 30, 1977.

Table 42

Distribution of Texas County Work Force Sample
Work Force by Race, Ethnicity, Gender
and Salary Level

West Texas Region
1977

		MALE					FEMALE				
	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
0.1 - 3.9	189	69	54	3	11	1	120	89	10	20	1
4.0 - 5.9	879	239	111	18	110	0	640	390	65	182	3
6.0 - 7.9	1,469	551	233	45	272	1	918	634	58	223	3
8.0 - 9.9	857	411	249	14	147	1	446	365	16	56	9
10.0 - 12.9	657	392	320	12	58	2	265	200	7	23	35
13.0 - 15.9	171	99	81	1	16	1	72	56	2	4	10
16.0 - 24.9	48	36	27	0	9	0	12	12	0	0	0
25.0 and Above	8	7	6	0	1	0	1	0	0	1	0
Total	4,278	1,804	1.081	93	624	6	2,474	1,746	158	509	61

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission. EEO-4 Statistical File for the State of Texas (Computer Tape) for June 30, 1977.

Table 43

Distribution of Texas County Work Force Sample
Work Force by Race, Ethnicity, Gender
and Salary Level
East Texas Region
1977

		MALE					FEMALE				
	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
0.1 - 3.9	177	93	75	17	1	0	84	68	16	0	0
4.0 - 5.9	1,116	184	120	58	6	0	932	664	230	36	2
6.0 - 7.9	2,239	726	525	163	36	2	1,513	1,148	314	46	5
8.0 - 9.9	2,885	1,319	985	220	105	9	1,566	1,102	325	118	21
10.0 - 12.9	3,250	2,127	1,594	348	171	14	1,123	914	145	60	4
13.0 - 15.9	1,383	1,029	888	80	53	8	354	294	41	17	2
16.0 - 24.9	736	578	508	33	27	10	158	139	16	3	0
25.0 and Above	479	191	173	9	8	1	288	218	60	4	6
Total	12,265	6,247	4,868	928	407	44	6,018	4,547	1,147	284	40

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission. EEO-4 Statistical File for the State of Texas (Computer Tape) for June 30, 1977.

Table 44

Distribution of Texas County Work Force Sample
Work Force by Race, Ethnicity, Gender
and Salary Level
Central Texas Region
1977

		MALE					FEMALE				
	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
0.1 - 3.9	29	17	16	1	0	0	12	10	1	1	0
4.0 - 5.9	262	70	51	7	11	1	192	173	8	11	0
6.0 - 7.9	578	299	237	22	40	0	279	210	26	43	0
8.0 - 9.9	521	327	274	30	23	0	194	149	12	31	2
10.0 - 12.9	400	254	210	18	24	2	146	118	14	14	0
13.0 - 15.9	95	66	56	3	7	0	29	26	2	1	0
16.0 - 24.9	81	68	63	0	5	0	13	10	1	1	1
25.0 and Above	1	1	1	0	0	0	0	0	0	0	0
Total	1,967	1,102	908	81	110	3	865	696	64	102	3

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas (Computer Tape) for June 30, 1977.

Table 45

Distribution of Texas County Work Force Sample Work Force by Race, Ethnicity, Gender and Salary Level

South Texas Region
1977

		MALE					FEMALE				
	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
0.1 - 3.9	250	143	53	1	89	0	107	48	3	56	0
4.0 - 5.9	1,804	798	108	21	663	6	1,006	298	80	623	5
6.0 - 7.9	2,235	1,142	290	57	790	5	1,093	457	66	563	7
8.0 - 9.9	1,122	689	275	24	389	1	433	208	18	201	6
10.0 - 12.9	710	465	257	17	189	2	245	135	13	80	17
13.0 - 15.9	198	154	89	3	61	1	44	30	2	11	1
16.0 - 24.9	151	124	106	0	17	1	27	23	0	4	0
25.0 and Above	24	20	16	0	4	0	4	4	0	0	0
Total	6,494	3,535	1,194	123	2,202	16	2,959	1,203	182	1,538	36

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas (Computer Tape) for June 30, 1977.

APPENDIX E

Page 1 of 2

Table 1

Distribution of Sample Municipal Work Force by Race, Ethnicity, Gender and Function Texas, 1977

FUNCTION	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Financial Administration	9,217	4,810	3,376	651	751	32		2,999	590	795	23
Streets and Highways	7,414	7,087	3,123	1,290	2,642	32	327	234	39	51	3
Public Welfare	661	215	104	46	62	3	446	269	103	70	4
Police Protection	17,355	14,355	12,081	575	1,885	28	2,786	1,979	391	405	11
Fire Protection	12,349	12,105	10,002	481	1,597	25	244	167	30	44	3
Natural Resources	7,234	5,814	2,654	1,014	2,114	32	1,420	938	221	249	12
Hospitals and Sanitariums	2,556	580	306	84	186	4		943	239	776	18
Health	3,014	1,474	940	187	333	14	1,540	743	409	377	11

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. (Computer Printout) July, 1979

Table 1

Distribution of Sample Municipal Work Force by Race, Ethnicity, Gender and Function Texas, 1977

FUNCTION	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Housing	1,491	1,069	741	91	231	6	422	196	53	172	1
Community Development	1,095	658	462	64	124	8	437	241	84	110	2
Corrections	158	131	105	16	10	0	27	20	6	0	1
Utilities & Transportation	12,870	11,068	6,718	1,986	2,306	58	1,802	1,237	322	237	6
Sanitation & Sewage	11,652	11,339	3,462	3,488	4,360	29	313	202	53	54	4
Employment Security	168	157	99	32	26	0	11	10	0	1	0
Other	3,465	1,896	1,099	373	418	6	1,569	1,112	266	191	0
Total	90,699	72,972	45,272	10,378	17,045	277	17,727	11,290	2,806	3,532	99

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. (Computer Printout) July, 1979.

Table 2

Distribution of Sample Municipal Work Force
By Race, Ethnicity, Gender, and Function
Texas, 1977

		MALE					FEMALE				
FUNCTION	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Financial Administration	10.2	6.6	7.5	6.3	4.4	11.6	24.9	26.6	21.0	22.5	23.2
Streets and Highways	8.2	9.7	6.9	12.4	15.5	11.6	1.8	2.1	1.4	1.4	3.0
Public Welfare	0.7	0.3	0.2	0.4	0.4	1.1	2.5	2.4	3.7	2.0	4.0
Police Protection	19.1	20.0	26.7	5.5	11.1	10.1	15.7	17.5	13.9	11.5	11.1
Fire Protection	13.6	16.6	22.1	4.6	9.4	9.0	1.4	1.5	1.1	1.2	3.0
Natural Resources	8.0	8.0	5.9	9.8	12.4	11.6	8.0	8.3	7.9	7.0	12.1
Hospitals & Sanatariums	2.8	0.8	0.7	0.8	1.1	1.4	11.1	8.4	8.5	22.0	18.2
Health	3.3	2.0	2.1	1.8	2.0	5.0	8.7	6.6	14.6	10.7	11.1

[1] Other includes Asian Americans and Native Americans.

SOURCE: Derived from Table 79, Appendix A.

Page 2 of 2

Table 2

Distribution of Sample Municipal Work Force
By Race, Ethnicity, Gender, and Function

Texas, 1977

FUNCTION	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Housing	1.6	1.5	1.6	0.9	1.4	2.2	2.4	1.7	1.9	4.9	1.0
Community Development	1.2	0.9	1.0	0.6	0.7	2.9	2.5	2.1	3.0	3.1	2.0
Corrections	0.2	0.2	0.2	0.2	0.1	0.0	0.2	0.2	0.2	0.0	1.0
Utilities & Transportation	14.2	15.2	14.8	19.1	13.5	20.9	10.2	11.0	11.5	6.7	6.1
Sanitation & Sewage	12.8	15.5	7.6	33.6	25.6	10.5	1.8	1.8	1.9	1.5	4.0
Employment Security	0.2	0.2	0.3	0.3	0.2	0.0	0.1	0.1	0.0	*	0.0
Other	3.8	2.6	2.4	3.6	2.4	2.2	8.8	9.8	9.5	5.4	0.0
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

[1] Other includes Asian Americans and Native Americans.

(*) Asterisk denotes less than 1/10 of 1%

SOURCE: Derived from Table 79, Appendix A.

Table 3

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Job Category
1977

		MALE					FEMALE				
JOB CATEGORY	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	5,636	4,964	4,394	144	404	22	672	519	68	80	5
Professionals	8,016	5,864	4,906	199	712	47	2,152	1,627	234	260	31
Para-Professionals	2,692	1,297	639	212	383	13	1,395	669	214	510	2
Technician	7,918	6,537	5,167	297	1,046	27	1,381	867	195	311	8
Protective Service	20,913	20,281	16,337	968	2,930	46	632	463	95	69	5
Office and Clerical	11,833	1,667	1,054	184	417	12	10,166	6,705	1,462	1,957	42
Skilled Craft	10,082	9,902	5,956	1,562	2,345	39	180	116	29	34	1
Service/ Maintenance	23,609	22,460	6,769	6,812	8,808	71	1,149	324	509	311	5
Total	90,699	72,972	45,272	10,378	17,045	277	17,727	11,290	2,806	3,532	99

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas (Computer Printout) August, 1979.

Table 4
Percentage
Distribution of Total Texas Municipal Sample
Work Force by Race, Ethnicity, Gender
and Job Category

Texas - 1977

(Horizontal Distribution)

JOB CATEGORY	Total[2]	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	100%	88.1	78.0	2.6	7.2	0.4	11.9	9.2	1.2	1.4	0.1
Professionals	100%	73.2	61.2	2.5	8.9	0.6	26.8	20.3	2.9	3.2	0.4
Para-Professionals	100%	48.2	25.6	7.9	14.2	0.5	51.8	24.9	7.9	18.9	*[3]
Technician	100%	82.6	65.3	3.8	13.2	0.3	17.4	10.9	2.5	3.9	0.1
Protective Service	100%	97.0	78.1	4.6	14.0	0.2	3.0	2.2	0.5	0.3	*[3]
Office and Clerical	100%	14.1	8.9	1.6	3.5	0.1	85.9	56.7	12.4	16.5	0.4
Skilled Craft	100%	98.2	59.1	15.5	23.3	0.4	1.8	1.2	0.3	0.3	*[3]
Service/ Maintenance	100%	95.1	28.7	28.9	37.3	0.3	4.9	1.4	2.2	1.3	*[3]
Total	100%	80.4	49.9	11.4	18.8	0.3	19.5	12.4	3.1	3.9	0.1

[1] Other includes Asian Americans and Native Americans.

[2] Totals may vary slightly from 100% due to rounding error.

[3] Asterisk (*) indicates less than .1 of 1%.

SOURCE: Derived from Table 31.

Table 5
Percentage
Distribution of Total Texas Municipal Sample
Work Force by Race, Ethnicity, Gender
and Job Category

Texas - 1977

(Vertical Distribution)

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	6.2	6.8	9.7	1.4	2.4	7.9	3.8	4.6	2.4	2.3	5.1
Professionals	8.8	8.0	10.8	1.9	4.2	17.0	12.1	14.4	8.3	7.4	31.3
Para-Professionals	3.0	1.8	1.5	2.0	2.2	4.7	7.9	5.9	7.6	14.4	2.0
Technician	8.7	9.0	11.4	2.9	6.1	9.7	7.8	7.7	6.9	8.8	8.1
Protective Service	23.1	27.8	36.1	9.3	17.2	16.6	3.6	4.1	3.4	2.0	5.1
Office and Clerical	13.0	2.3	2.3	1.8	2.4	4.3	57.3	59.4	52.1	55.4	42.4
Skilled Craft	11.1	13.6	13.2	15.1	13.8	14.1	1.0	1.0	1.0	1.0	1.0
Service/ Maintenance	26.0	30.8	15.0	65.6	51.7	25.6	6.5	2.9	18.1	8.8	5.1
Total[2]	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

[1] Other includes Asian Americans and Native Americans.

[2] Totals may vary slightly from 100% due to rounding error.

SOURCE: Derived from Table 3 , Appendix E .

Table 6

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Salary Level

1977

		MALE					FEMALE				
	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
0.1 - 3.9	469	379	197	70	112	0	90	58	12	20	0
4.0 - 5.9	6,210	3,900	800	812	2,278	10	2,310	972	374	960	4
6.0 - 7.9	19,411	13,257	5,115	2,896	5,211	35	6,154	3,516	1,140	1,476	22
8.0 - 9.9	18,456	14,306	7,372	2,761	4,108	65	4,150	2,772	731	623	24
10.0 - 12.9	21,521	18,127	12,049	2,770	3,235	73	3,394	2,651	364	344	35
13.0 - 15.9	14,822	13,665	11,268	801	1,539	57	1,157	939	129	81	8
16.0 - 24.9	9,124	8,691	7,896	227	533	35	433	350	52	27	4
25.0 and Above	686	647	575	41	29	2	39	32	4	1	2
Total	90,699	72,972	45,272	10,378	17,045	277	17,727	11,290	2,806	3,532	99

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. (Computer Printout) August, 1979.

Table 7

Percentage
Distribution of Total Texas Municipal Sample
Work Force by Race, Ethnicity, Gender
and Salary Level
Texas - 1977

(Horizontal Distribution)

	Total[2]	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
0.1 - 3.9	100%	80.8	42.0	14.9	23.9	0.0	19.2	12.4	2.6	4.3	0.0
4.0 - 5.9	100%	62.8	12.9	13.1	36.7	0.2	37.2	15.7	6.0	15.4	0.1
6.0 - 7.9	100%	68.3	26.4	14.9	26.8	0.2	31.7	18.1	5.9	7.6	0.1
8.0 - 9.9	100%	77.5	39.9	15.0	22.2	0.4	22.5	15.0	4.0	3.4	0.1
10.0 - 12.9	100%	84.2	56.0	12.9	15.0	0.3	15.8	12.3	1.7	1.6	0.2
13.0 - 15.9	100%	92.2	76.0	5.4	10.4	0.4	7.8	6.3	0.9	0.5	0.1
16.0 - 24.9	100%	95.2	86.5	2.5	5.8	0.4	4.7	3.8	0.6	0.3	*[3]
25.0 and Above	100%	94.3	83.8	6.0	4.2	0.3	5.7	4.7	0.6	0.1	0.3
Total	100%	80.4	49.9	11.4	18.8	0.3	19.5	12.4	3.1	3.9	0.1

SOURCE: Derived from Table 6 , Appendix E.

[1] Other includes Asian Americans and Native Americans.

[2] Totals may vary slightly from 100% due to rounding error.

[3] Asterisk(*) indicates less than 0.1 of 1%.

Table 8

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Salary Level

Texas - 1977

(Vertical Distribution)

Salary Level		MALE					FEMALE				
	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
0.1 - 3.9	0.5	0.5	0.4	0.7	0.6	0.0	0.5	0.5	0.4	0.6	0.0
4.0 - 5.9	6.8	5.3	1.8	7.8	13.4	3.6	13.0	8.6	13.3	27.2	4.0
6.0 - 7.9	21.4	18.2	11.3	27.9	30.6	12.6	34.7	31.1	40.6	41.8	22.2
8.0 - 9.9	20.3	19.6	16.3	26.6	24.1	23.5	23.4	24.6	26.1	17.6	24.2
10.0 - 12.9	23.7	24.8	26.6	26.7	19.0	26.4	19.2	23.4	13.0	9.7	35.4
13.0 - 15.9	16.3	18.7	24.9	7.7	9.0	20.6	6.5	8.3	4.6	2.3	8.1
16.0 - 24.9	10.1	11.9	17.4	2.2	3.1	12.6	2.4	3.1	1.9	0.8	4.0
25.0 and Above	0.8	0.9	1.3	0.4	0.2	0.7	0.2	0.3	0.1	*[3]	2.0
Total[2]	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

SOURCE: Derived from Table 6, Appendix E.

[1] Other includes Asian Americans and Native Americans.

[2] Totals may vary slightly from 100% due to rounding error.

[3] Asterisk (*) indicates less than o.1 of 1%.

Table 9

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Region

		MALE					FEMALE				
	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Panhandle	3,417	2,770	2,195	174	389	12	649	552	40	50	5
North Texas	27,931	22,737	18,131	3,095	1,406	105	5,194	3,985	969	206	34
West Texas	9,502	7,988	3,657	237	4,063	31	1,514	893	54	553	14
East Texas	24,145	19,647	12,725	5,036	1,803	83	4,498	3,069	1,061	339	29
Central Texas	9,926	7,378	5,055	1,259	1,033	31	2,548	1,654	496	390	8
South Texas	15,778	12,452	3,509	577	8,351	15	3,326	1,137	186	1,994	9
Total	90,699	72,972	45,272	10,378	17,045	277	17,727	11,290	2,806	3,532	99

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. Computer Printout. August, 1979

Table 10

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Region

Financial Administration	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Panhandle	330	148	133	9	5	1	182	164	8	10	0
North Texas	3,344	1,958	1,447	400	102	9	1,386	1,066	260	55	5
West Texas	867	370	217	18	135	0	497	284	5	205	3
East Texas	2,430	1,199	973	128	80	18	1,231	895	244	78	14
Central Texas	868	392	312	43	36	1	476	366	40	69	1
South Texas	1,378	743	294	53	393	3	635	224	33	378	0
Total	9,217	4,810	3,376	651	751	32	4,407	2,999	590	795	23

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. Computer Printout, August, 1979.

Table 11

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Region

Streets and Highways		MALE					FEMALE				
	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Panhandle	269	257	179	19	57	2	12	11	0	1	0
North Texas	1,598	1,486	1,213	151	110	12	112	94	12	3	3
West Texas	1,235	1,196	278	35	877	6	39	23	2	14	0
East Texas	1,930	1,856	753	763	333	7	74	56	15	3	0
Central Texas	1,035	983	557	270	152	4	52	41	6	5	0
South Texas	1,347	1,309	143	52	1,113	1	38	9	4	25	0
Total	7,414	7,087	3,123	1,290	2,642	32	327	234	39	51	3

---

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. Computer Printout, August, 1979.

Table 12

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Region

Public Welfare	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Panhandle	3	1	1	0	0	0	2	1	0	1	0
North Texas	404	106	81	17	6	2	298	226	64	4	4
West Texas	12	1	1	0	0	0	11	8	1	2	0
East Texas	0	0	0	0	0	0	0	0	0	0	0
Central Texas	71	22	6	8	7	1	49	14	19	16	0
South Texas	171	85	15	21	49	0	86	20	19	47	0
Total	661	215	104	46	62	3	446	269	103	70	4

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. Computer Printout, August, 1979.

Table 13

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Region

Police Protection		MALE					FEMALE				
	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Panhandle	673	550	519	8	23	0	123	101	14	8	0
North Texas	5,539	4,517	4,223	141	140	13	1,022	808	160	45	9
West Texas	1,583	1,355	930	32	390	3	228	144	13	71	0
East Texas	5,510	4,677	4,179	258	234	6	833	609	148	74	2
Central Texas	1,495	1,228	1,036	72	115	5	267	193	42	32	0
South Texas	2,555	2,242	1,194	64	983	1	313	124	14	175	0
Total	17,355	14,569	12,081	575	1,885	28	2,786	1,979	391	405	11

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. Computer Printout, August, 1979

Table 14

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Region

Fire Protection	Total	MALE Total	MALE White/Anglo	MALE Black	MALE Hispanic	MALE Other[1]	FEMALE Total	FEMALE White/Anglo	FEMALE Black	FEMALE Hispanic	FEMALE Other[1]
Panhandle	517	511	501	1	5	4	6	6	0	0	0
North Texas	3,765	3,687	3,442	160	78	7	78	62	11	2	3
West Texas	1,577	1,554	1,106	20	426	2	23	16	3	4	0
East Texas	3,545	3,486	3,140	212	129	5	59	44	12	3	0
Central Texas	1,050	1,022	960	25	36	1	28	24	3	1	0
South Texas	1,895	1,845	853	63	923	6	50	15	1	34	0
Total	12,349	12,105	10,002	481	1,597	25	244	167	30	44	3

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. Computer Printout, August, 1979.

Table 15

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Region

Natural Resources	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Panhandle	300	262	166	39	56	1	38	29	5	2	2
North Texas	2,391	1,887	1,297	390	182	18	504	393	91	20	0
West Texas	1,013	742	232	24	482	4	271	157	5	103	6
East Texas	1,383	1,112	506	371	229	6	271	167	91	13	0
Central Texas	722	612	286	98	225	3	110	83	10	16	1
South Texas	1,425	1,199	167	92	940	0	226	109	19	95	3
Total	7,234	5,814	2,654	1,014	2,114	32	1,420	938	221	249	12

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. Computer Printout, August, 1979.

Table 16

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Region

Hospitals and Sanitariums		MALE					FEMALE				
	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Panhandle	----------	----------	----------	----------	----------	N O N E	----------	----------	----------	----------	----------
North Texas	126	11	9	2	0	0	115	93	18	2	2
West Texas	125	13	8	1	4	0	112	80	7	21	4
East Texas	106	12	7	4	1	0	94	74	16	0	4
Central Texas	1,013	310	196	73	37	4	703	423	175	102	3
South Texas	1,186	234	86	4	144	0	952	273	23	651	5
Total	2,556	580	306	84	186	4	1,976	943	239	776	18

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. Computer Printout, August, 1979

Table 17

Distribution of Total Texas Municipal Sample
Work Force by Race, Ethnicity, Gender
and Region

Health	Total	MALE Total	MALE White/ Anglo	MALE Black	MALE Hispanic	MALE Other[1]	FEMALE Total	FEMALE White/ Anglo	FEMALE Black	FEMALE Hispanic	FEMALE Other[1]
Panhandle	72	36	26	2	8	0	36	30	3	2	1
North Texas	625	355	319	29	6	1	270	183	66	20	1
West Texas	218	163	51	9	100	3	55	32	1	21	1
East Texas	1,044	478	327	119	25	7	566	266	243	51	6
Central Texas	275	90	66	10	13	1	185	92	51	41	1
South Texas	780	352	151	18	181	2	428	140	45	242	1
Total	3,014	1,474	940	187	333	14	1,540	743	409	377	11

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. Computer Printout. August, 1979.

Table 18

Distribution of Total Texas Municipal Sample
Work Force by Race, Ethnicity, Gender
and Region

Housing	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Panhandle	47	36	33	1	2	0	11	11	0	0	0
North Texas	468	340	300	29	7	4	128	85	33	9	1
West Texas	184	145	74	3	68	0	39	16	1	22	0
East Texas	384	297	234	51	10	2	87	59	14	14	0
Central Texas	94	68	56	5	7	0	26	16	4	6	0
South Texas	314	183	44	2	137	0	131	9	1	121	0
Total	1,491	1,069	741	91	231	6	422	196	53	172	1

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. Computer Printout, August, 1979

Table 19

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Region

Community Development	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Panhandle	17	11	10	0	1	0	6	6	0	0	0
North Texas	342	212	188	19	3	2	130	90	32	7	1
West Texas	125	74	39	3	30	2	51	28	2	21	0
East Texas	236	129	91	24	11	3	107	57	37	13	0
Central Texas	169	105	82	13	10	0	64	30	5	28	1
South Texas	206	127	52	5	69	1	79	30	8	41	0
Total	1,095	658	462	64	124	8	437	241	84	110	2

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. Computer Printout, August, 1979

Table 20

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Region

Corrections	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Panhandle	7	3	3	0	0	0	4	3	1	0	0
North Texas	113	99	81	12	6	0	14	11	2	0	1
West Texas	15	11	7	1	3	0	4	4	0	0	0
East Texas	23	18	14	3	1	0	5	2	3	0	0
Central Texas	-----	-------	------	-------	-------	NONE	------	------	------	------	------
South Texas	-----	-------	------	-------	-------	NONE	------	------	------	------	------
Total	153	131	105	16	10	0	27	20	6	0	1

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. Computer Printout, August. 1979

Table 21

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Region

Utilities and Transportation	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Panhandle	566	472	373	33	64	2	94	81	3	8	2
North Texas	4,689	4,055	3,046	704	283	22	634	454	160	18	2
West Texas	1,199	1,043	475	46	513	9	156	88	14	54	0
East Texas	3,302	2,703	1,515	935	237	16	599	440	116	42	1
Central Texas	1,543	1,396	993	224	170	9	147	99	24	23	1
South Texas	1,571	1,399	316	44	1,039	0	172	75	5	92	0
Total	12,870	11,068	6,718	1,986	2,306	58	1,802	1,237	322	237	6

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. Computer Printout, August, 1979.

Table 22

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Region

Sanitation and Sewage	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Panhandle	344	335	146	43	145	1	9	8	0	1	0
North Texas	3,471	3,310	1,949	922	428	11	161	121	28	10	2
West Texas	1,286	1,262	210	41	1,009	2	24	11	0	13	0
East Texas	3,314	3,255	747	2,053	442	13	59	37	18	2	2
Central Texas	715	691	270	290	130	1	24	19	2	3	0
South Texas	2,522	2,486	140	139	2,206	1	36	6	5	25	0
Total	11,652	11,339	3,462	3,488	4,360	29	313	202	53	54	4

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas, Computer Printout, August, 1979.

Table 23

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Region

Employment Security	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Panhandle	------	------	------	------	------	NONE	------	------	------	------	------
North Texas	------	------	------	------	------	NONE	------	------	------	------	------
West Texas	------	------	------	------	------	NONE	------	------	------	------	------
East Texas	------	------	------	------	------	NONE	------	------	------	------	------
Central Texas	168	157	99	32	26	0	11	10	0	1	0
South Texas	------	------	------	------	------	NONE	------	------	------	------	------
Total	168	157	99	32	26	0	11	10	0	1	0

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas, Computer Printout, August, 1979

Table 24

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Region

		MALE					FEMALE				
Other	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Panhandle	272	148	105	19	23	1	124	101	6	17	0
North Texas	1,056	714	536	119	55	4	342	299	32	11	0
West Texas	63	59	29	4	26	0	4	2	0	2	0
East Texas	938	425	239	115	71	0	513	363	104	46	0
Central Texas	708	302	136	96	69	1	406	244	115	47	0
South Texas	428	248	54	20	174	0	180	103	9	68	0
Total	3,465	1,896	1,099	373	418	6	1,569	1,112	266	191	0

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas, Computer Printout, August, 1979.

Table 25

Distribution of Total Texas Municipal Sample
Work Force by Race, Ethnicity, Gender
and Job Category
1977

Panhandle

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	238	207	198	3	5	1	31	27	1	3	0
Professionals	316	276	267	0	6	3	40	40	0	0	0
Para-Professionals	70	30	23	3	3	1	40	30	2	8	0
Technician	380	344	316	9	19	0	36	33	2	0	1
Protective Service	680	650	616	9	23	2	30	26	3	1	0
Office and Clerical	459	30	23	3	2	2	429	369	27	33	0
Skilled Craft	548	536	378	48	110	0	12	10	1	0	1
Service/ Maintenance	726	697	374	99	221	3	29	17	4	5	3
Total	3,417	2,770	2,195	174	389	12	647	552	40	50	5

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas, Computer Printout. August, 1979.

Table 26

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Job Category 1977

North Texas

JOB CATEGORY	Total	MALE Total	MALE White/ Anglo	MALE Black	MALE Hispanic	MALE Other[1]	FEMALE Total	FEMALE White/ Anglo	FEMALE Black	FEMALE Hispanic	FEMALE Other[1]
Officials and Administrators	2,255	2,054	1,962	51	32	9	201	174	23	4	0
Professionals	1,959	1,503	1,409	43	41	10	456	395	49	8	4
Para-Professionals	831	489	375	84	24	6	342	251	74	17	0
Technician	2,072	1,762	1,631	71	53	7	310	262	42	6	0
Protective Service	6,658	6,435	5,940	290	190	15	223	168	40	10	5
Office and Clerical	3,934	658	545	75	35	3	3,276	2,566	537	148	25
Skilled Craft	3,452	3,388	2,729	407	230	22	64	51	12	1	0
Service/ Maintenance	6,770	6,448	3,540	2,074	801	33	322	118	192	12	0
Total	27,931	22,737	18,131	3,095	1,406	105	5,194	3,985	969	206	34

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas, Computer Printout. August, 1979.

Table 27

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Job Category
1977

West Texas

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	421	382	318	4	58	2	39	38	0	1	0
Professionals	738	583	458	7	113	5	155	122	3	24	6
Para-Professionals	351	193	103	13	74	3	158	94	6	56	2
Technician	1,007	920	544	7	366	3	87	64	4	18	1
Protective Service	2,112	2,067	1,276	49	736	6	45	29	2	14	0
Office and Clerical	1,106	154	63	3	87	1	952	516	30	403	3
Skilled Craft	986	982	404	36	539	3	4	3	1	0	0
Service/ Maintenance	2,781	2,707	491	118	2,090	8	74	27	8	37	2
Total	9,502	7,988	3,657	237	4,063	31	1,514	893	54	553	14

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. Computer Printout, August, 1979.

Table 28

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Job Category

1977

East Texas

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	1,488	1,271	1,158	65	41	7	217	165	36	12	4
Professionals	2,044	1,520	1,356	81	62	21	524	366	116	28	14
Para-Professionals	241	123	71	41	10	1	118	89	25	4	0
Technician	1,992	1,658	1,431	126	87	14	334	241	70	20	3
Protective Service	6,597	6,369	5,628	427	302	12	228	174	36	18	0
Office and Clerical	3,051	332	230	61	39	2	2,719	1,889	593	229	8
Skilled Craft	2,698	2,656	1,489	852	305	10	42	31	10	1	0
Service/ Maintenance	6 034	5,718	1,362	3,383	957	16	316	114	175	27	0
Total	24 145	19,647	12,725	5,036	1,803	83	4,498	3,069	1,061	339	29

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. Computer Printout, August, 1979.

Table 29

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Job Category 1977

Central Texas

JOB CATEGORY	Total	MALE Total	MALE White/ Anglo	MALE Black	MALE Hispanic	MALE Other[1]	FEMALE Total	FEMALE White/ Anglo	FEMALE Black	FEMALE Hispanic	FEMALE Other[1]
Officials and Administrators	564	506	454	17	34	1	58	49	6	2	1
Professionals	1,315	813	738	35	35	5	502	423	34	42	3
Para-Professionals	304	127	63	36	26	2	177	74	63	40	0
Technician	1,340	1,076	923	64	86	3	264	166	68	30	0
Protective Service	1,541	1,488	1,297	70	116	5	53	37	11	5	0
Office and Clerical	1,508	214	141	30	40	3	1,294	867	206	217	4
Skilled Craft	998	989	673	156	157	3	9	7	0	2	0
Service/ Maintenance	2,356	2,165	766	851	539	9	191	31	108	52	0
Total	9,926	7,378	5,055	1,259	1,033	31	2,548	1,654	496	390	8

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. Computer Printout, August, 1979.

Table 30

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Job Category 1977

South Texas

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	670	544	304	4	234	2	126	66	2	58	0
Professionals	1,644	1,169	678	33	455	3	475	281	32	158	4
Para-Professionals	895	335	54	35	246	0	560	131	44	385	0
Technician	1,127	777	322	20	435	0	350	101	9	237	3
Protective Service	3,325	3,272	1,580	123	1,563	6	53	29	3	21	0
Office and Clerical	1,775	279	52	12	214	1	1,496	498	69	927	2
Skilled Craft	1,400	1,351	283	63	1,004	1	49	14	5	30	0
Service/ Maintenance	4,942	4,725	236	287	4,200	2	217	17	22	178	0
Total	15,778	12,452	3,509	577	8,351	15	3,326	1,137	186	1,994	9

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. Computer Printout, August, 1979.

Table 31

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Job Category
1977

Panhandle

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	7.0	7.5	9.0	1.7	1.3	8.3	4.8	4.9	2.5	6.0	0.0
Professionals	9.2	10.0	12.2	0.0	1.5	25.0	6.2	7.2	0.0	0.0	0.0
Para-Professionals	2.0	1.1	1.0	1.7	0.8	8.3	6.2	5.4	5.0	16.0	0.0
Technician	11.1	12.4	14.4	5.2	4.9	0.0	5.5	5.6	5.0	0.0	20.0
Protective Service	19.9	23.5	28.1	5.2	5.9	16.7	4.6	4.7	7.5	2.0	0.0
Office and Clerical	13.4	1.1	1.0	1.7	0.5	16.7	66.1	66.8	67.5	66.0	0.0
Skilled Craft	16.0	19.4	17.2	27.6	28.3	0.0	1.8	1.8	2.5	0.0	20.0
Service/ Maintenance	21.2	25.2	17.0	56.9	56.8	25.0	4.5	3.1	10.0	10.0	60.0
Total[2]	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

[1] Other includes Asian Americans and Native Americans. [2] Totals may vary slightly from 100% due to rounding error.

SOURCE: Derived from Table 25, Appendix E.

Table 32

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Job Category 1977

North Texas

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	8.1	9.0	10.3	1.6	2.3	8.6	3.9	4.4	2.4	1.9	0.0
Professionals	7.0	6.6	7.8	1.4	2.9	9.5	8.8	9.9	5.1	3.9	11.8
Para-Professionals	3.0	2.2	2.1	2.7	1.7	5.7	6.6	6.3	7.6	8.2	0.0
Technician	7.4	7.7	9.0	2.3	3.8	6.7	6.0	6.6	4.3	2.9	0.0
Protective Service	23.8	28.4	32.8	9.4	13.5	14.3	4.3	4.2	4.1	4.9	14.7
Office and Clerical	14.1	2.9	3.0	2.4	2.5	2.8	63.1	64.4	55.4	71.8	73.5
Skilled Craft	12.4	14.9	15.0	13.2	16.4	21.0	1.2	1.3	1.2	0.5	0.0
Service/ Maintenance	24.2	28.4	19.5	67.0	57.0	31.4	6.2	3.0	19.8	5.8	0.0
Total[2]	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

[1] Other includes Asian Americans and Native Americans.

[2] Totals may vary slightly from 100% due to rounding error.

SOURCE: Derived from Table 26 , Appendix E .

Table 33

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Job Category
1977

West Texas

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	4.4	4.8	8.7	1.7	1.4	6.5	2.6	4.3	0.0	0.2	0.0
Professionals	7.8	7.3	12/5	3.0	2.8	16.1	10.2	13.7	5.6	4.3	42.9
Para-Professionals	3.7	2.4	2.8	5.5	1.8	9.7	10.4	10.5	11.1	10.1	14.3
Technician	10.6	11.5	14.9	3.0	9.0	9.7	5.7	7.2	7.4	3.2	7.1
Protective Service	22.2	25.9	34.9	20.7	18.1	19.4	3.0	3.2	3.7	2.5	0.0
Office and Clerical	10.6	1.9	1.7	1.3	2.1	3.2	62.9	57.8	55.6	72.9	21.4
Skilled Craft	10.4	12.3	11.0	15.2	13.3	9.7	0.3	0.3	1.8	0.0	0.0
Service/ Maintenance	29.3	33.9	13.4	49.8	51.4	25.8	4.9	3.0	14.8	6.7	14.3
Total[2]	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

[1] Other includes Asian Americans and Native Americans. [2] Totals may vary slightly from 100% due to rounding error.

SOURCE: Derived from Table 27, Appendix E.

Table 34

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Job Category
1977

East Texas

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	6.2	6.5	9.1	1.3	2.3	8.4	4.8	5.4	3.4	3.5	13.8
Professionals	8.5	7.7	10.7	1.6	3.4	25.3	11.6	11.9	10.9	8.3	48.3
Para-Professionals	1.0	0.6	0.6	0.8	0.6	1.2	2.6	2.9	2.4	0.1	0.0
Technician	8.2	8.4	11.2	2.5	4.8	16.9	7.4	7.8	6.6	5.9	10.3
Protective Service	27.3	32.4	44.2	8.5	16.7	14.5	5.1	5.7	3.4	5.3	0.0
Office and Clerical	12.6	1.7	1.8	1.2	2.2	2.4	60.4	61.6	55.9	67.6	27.6
Skilled Craft	11.2	13.5	11.7	16.9	16.9	12.0	0.9	1.0	0.9	0.3	0.0
Service/ Maintenance	25.0	29.1	10.7	67.2	53.0	19.3	7.0	3.7	16.5	8.0	0.0
Total[2]	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

[1] Other includes Asian Americans and Native Americans. [2] Totals may vary slightly from 100% due to rounding error.

SOURCE: Derived from Table 28 , Appendix E .

Table 35

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Job Category
1977

Central Texas

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	5.7	6.9	9.0	1.3	3.3	3.2	2.3	3.0	1.2	0.5	12.5
Professionals	13.2	11.0	14.6	2.8	3.4	16.1	19.7	25.6	6.8	10.8	37.5
Para-Professionals	3.1	1.7	1.2	2.9	2.5	6.4	6.9	4.5	12.7	10.3	0.0
Technician	13.5	14.6	18.3	5.1	8.3	9.7	10.4	10.0	13.7	7.7	0.0
Protective Service	15.5	20.2	25.7	5.6	11.2	16.1	2.1	2.2	2.2	1.3	0.0
Office and Clerical	15.2	2.9	2.9	2.4	3.9	9.7	50.8	52.4	41.5	55.6	50.0
Skilled Craft	10.1	13.4	13.3	12.4	15.2	9.7	0.4	0.4	0.0	0.5	0.0
Service/ Maintenance	23.7	29.3	15.2	67.6	52.2	29.0	7.5	1.9	21.8	13.3	0.0
Total[2]	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

[1] Other includes Asian Americans and Native Americans. [2] Totals may vary slightly from 100% due to rounding error.

SOURCE: Derived from Table 29, Appendix E.

Table 36

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Job Category 1977

South Texas

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	4.2	4.4	8.7	0.7	2.8	13.3	3.8	5.8	1.1	2.9	0.0
Professionals	10.4	9.4	19.3	5.7	5.4	20.0	14.3	24.7	17.2	7.9	44.4
Para-Professionals	5.7	2.7	1.5	6.1	2.9	0.0	16.8	11.5	23.7	19.3	0.0
Technician	7.1	6.2	9.2	3.5	5.2	0.0	10.5	8.9	4.8	11.9	33.3
Protective Service	21.1	26.3	45.0	21.3	18.7	40.0	1.6	2.6	1.6	1.1	0.0
Office and Clerical	11.2	2.2	1.5	2.1	2.6	6.7	45.0	43.8	37.1	46.5	22.2
Skilled Craft	8.9	10.8	8.1	10.9	12.0	6.7	1.5	1.2	2.7	1.5	0.0
Service/ Maintenance	31.3	37.9	6.7	49.9	50.3	13.3	6.5	1.5	11.8	8.9	0.0
Total[2]	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

[1] Other includes Asian Americans and Native Americans. [2] Totals may vary slightly from 100% due to rounding error.

SOURCE: Derived from Table 30, Appendix E.

Table 37

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Salary Level

1977

Panhandle

Salary Level x $1000	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
0.1 - 3.9	1	1	1	0	0	0	0	0	0	0	0
4.0 - 5.9	225	102	41	26	34	1	123	81	20	22	0
6.0 - 7.9	765	481	275	76	127	3	284	244	15	24	1
8.0 - 9.9	757	607	401	41	161	4	150	139	4	3	4
10.0 - 12.9	881	810	720	30	58	2	71	69	1	1	0
13.0 - 15.9	552	538	531	1	4	2	14	14	0	0	0
16.0 - 24.9	212	208	205	0	3	0	4	4	0	0	0
25.0 and Above	24	23	21	0	2	0	1	1	0	0	0
Total	3,417	2,770	2,195	174	389	12	647	552	40	50	5

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas

Table 38

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Salary Level

1977

North Texas

Salary Level x $1000	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
0.1 - 3.9	159	105	84	16	5	0	54	42	10	2	0
4.0 - 5.9	861	515	307	161	42	5	346	261	66	19	0
6.0 - 7.9	5,972	4,294	2,401	1,372	509	12	1,678	1,211	369	87	11
8.0 - 9.9	5,491	4,125	3,004	721	375	25	1,366	1,035	273	50	8
10.0 - 12.9	7,030	5,859	4,959	566	301	33	1,171	947	172	39	13
13.0 - 15.9	5,458	5,042	4,667	224	132	19	416	348	57	9	2
16.0 - 24.9	2,680	2,533	2,453	31	40	9	147	128	19	0	0
25.0 and Above	280	264	256	4	2	2	16	13	3	0	0
Total	27,931	22,737	18,131	3,095	1,406	105	5,19	3,985	969	206	34

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas

Table 39

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Salary Level

1977

West Texas

Salary Level x $1000	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
0.1 - 3.9	25	22	17	3	2	0	3	3	0	0	0
4.0 - 5.9	589	402	85	27	286	4	187	96	11	80	0
6.0 - 7.9	2,863	2,159	549	98	1,511	1	704	395	28	278	3
8.0 - 9.9	2,066	1,768	818	42	901	7	298	178	13	106	1
10.0 - 12.9	2,531	2,274	1,265	53	950	6	257	173	2	72	10
13.0 - 15.9	994	943	611	12	313	7	51	34	0	17	0
16.0 - 24.9	395	381	281	2	92	6	14	14	0	0	0
25.0 and Above	39	39	31	0	8	0	0	0	0	0	0
Total	9,502	7,988	3,657	237	4,063	31	1,514	893	54	553	14

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas

Table 40

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Salary Level

1977

East Texas

Salary Level x $1000	Total	MALE Total	MALE White/ Anglo	MALE Black	MALE Hispanic	MALE Other[1]	FEMALE Total	FEMALE White/ Anglo	FEMALE Black	FEMALE Hispanic	FEMALE Other[1]
0.1 - 3.9	131	127	52	51	24	0	4	2	1	1	0
4.0 - 5.9	873	514	143	331	40	0	359	218	115	24	2
6.0 - 7.9	3,553	1,986	937	806	234	9	1,567	922	501	141	3
8.0 - 9.9	4,834	3,736	1,660	1,450	608	18	1,098	739	264	91	4
10.0 - 12.9	6,167	5,225	2,906	1,773	527	19	942	768	107	58	9
13.0 - 15.9	4,110	3,734	3,058	420	233	23	376	301	53	16	6
16.0 - 24.9	4,302	4,164	3,844	170	136	14	138	109	19	7	3
25.0 and Above	175	161	125	35	1	0	14	10	1	1	2
Total	24,145	19,647	12,725	5,036	1,803	83	4,498	3,069	1,061	339	29

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas

Table 41

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Salary Level

1977

Central Texas

Salary Level x $1000	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
0.1 - 3.9	29	22	14	0	8	0	7	7	0	0	0
4.0 - 5.9	857	493	149	232	112	0	364	169	122	73	0
6.0 - 7.9	1,811	1,214	608	326	273	7	597	353	133	109	2
8.0 - 9.9	2,424	1,714	1,000	380	324	10	710	426	149	133	2
10.0 - 12.9	2,567	1,970	1,480	248	231	11	597	472	66	56	3
13.0 - 15.9	1,457	1,264	1,141	55	67	1	193	161	17	15	0
16.0 - 24.9	693	617	582	17	16	2	76	62	9	4	1
25.0 and Above	88	84	81	1	2	0	4	4	0	0	0
Total	9,926	7,378	5,055	1,259	1,033	31	2,548	1,654	496	390	8

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas

Table 42

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Salary Level

1977

South Texas

Salary Level x $1000	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
0.1 - 3.9	124	102	29	0	73	0	22	4	1	17	0
4.0 - 5.9	2,805	1,874	75	35	1,764	0	931	147	40	742	2
6.0 - 7.9	4,447	3,123	345	218	2,557	3	1,324	391	94	837	2
8.0 - 9.9	2,884	2,356	489	127	1,739	1	528	255	28	240	5
10.0 - 12.9	2,345	1,989	719	100	1,168	2	356	222	16	118	0
13.0 - 15.9	2,251	2,144	1,260	89	790	5	107	81	2	24	0
16.0 - 24.9	842	788	531	7	246	4	54	33	5	16	0
25.0 and Above	80	76	61	1	14	0	4	4	0	0	0
Total	15,778	12,452	3,509	577	8,351	15	3,326	1,137	186	1,994	9

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas

Table 43

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Salary Level 1977

Panhandle

Salary Level x $1000	Total	MALE Total	MALE White/Anglo	MALE Black	MALE Hispanic	MALE Other[1]	FEMALE Total	FEMALE White/Anglo	FEMALE Black	FEMALE Hispanic	FEMALE Other[1]
0.1 - 3.9	*	*	*	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
4.0 - 5.9	6.6	3.7	1.9	14.9	8.7	8.3	19.0	14.7	50.0	44.0	0.0
6.0 - 7.9	22.4	17.4	12.5	43.7	32.6	25.0	43.9	44.2	37.5	48.0	20.0
8.0 - 9.9	22.2	21.9	18.3	23.6	41.4	33.3	23.2	25.2	10.0	6.0	80.0
10.0 - 12.9	25.8	29.2	32.8	17.2	14.9	16.7	11.0	12.5	2.5	2.0	0.0
13.0 - 15.9	16.2	19.4	24.2	0.6	1.0	16.7	2.2	2.5	0.0	0.0	0.0
16.0 - 24.9	6.2	7.5	9.3	0.0	0.8	0.0	0.6	0.7	0.0	0.0	0.0
25.0 and Above	0.7	0.8	1.0	0.0	0.5	0.0	0.2	0.2	0.0	0.0	0.0
Total[2]	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

[1] Other includes Asian Americans and Native Americans.

[2] Totals may vary slightly from 100% due to rounding error.

SOURCE: Derived from Table 37 , Appendix E.

(*) Less than 1/10 of 1%.

Table 44

Distribution of Total Texas Municipal Sample
Work Force by Race, Ethnicity, Gender
and Salary Level
1977

North Texas

Salary Level x $1000	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
0.1 - 3.9	0.6	0.5	0.5	0.5	0.4	0.0	1.0	1.1	1.0	1.0	0.0
4.0 - 5.9	3.1	2.3	1.7	5.2	3.0	4.8	6.7	6.5	6.8	9.2	0.0
6.0 - 7.9	21.4	18.9	13.2	44.3	36.2	11.4	32.3	30.4	38.1	42.2	32.4
8.0 - 9.9	19.7	18.1	16.6	23.3	26.7	23.8	26.3	26.0	28.2	24.3	23.5
10.0 - 12.9	25.2	25.8	27.4	18.3	21.4	31.4	22.5	23.8	17.8	18.9	38.2
13.0 - 15.9	19.5	22.2	25.7	7.2	9.4	18.1	8.0	8.7	5.9	4.4	5.9
16.0 - 24.9	9.6	11.1	13.5	1.0	2.8	8.6	2.8	3.2	2.0	0.0	0.0
25.0 and Above	1.0	1.2	1.4	0.1	0.1	1.9	0.3	0.3	0.3	0.0	0.0
Total[2]	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

[1] Other includes Asian Americans and Native Americans.

[2] Totals may vary slightly from 100% due to rounding error.

SOURCE: Derived from Table 38, Appendix E.

(*) Less than 1/10 of 1%.

Table 45

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Salary Level
1977

West Texas

Salary Level x $1000	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
0.1 - 3.9	0.3	0.3	0.5	1.3	*	0.0	0.2	0.3	0.0	0.0	0.0
4.0 - 5.9	6.2	5.0	2.3	11.4	7.0	12.9	12.4	10.8	20.4	14.5	0.0
6.0 - 7.9	30.1	27.0	15.0	41.4	37.2	3.2	46.5	44.2	51.9	50.3	21.4
8.0 - 9.9	21.7	22.1	22.4	17.7	22.2	22.6	19.7	19.9	24.1	19.2	7.1
10.0 - 12.9	26.6	28.5	34.6	22.4	23.4	19.4	17.0	19.4	3.1	13.0	71.4
13.0 - 15.9	10.5	11.8	16.7	5.1	7.7	22.6	3.4	3.8	0.0	3.1	0.0
16.0 - 24.9	4.2	4.8	7.7	0.8	2.3	19.4	0.9	1.6	0.0	0.0	0.0
25.0 and Above	0.4	0.5	0.8	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0
Total[2]	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

[1] Other includes Asian Americans and Native Americans.

[2] Totals may vary slightly from 100% due to rounding error.

SOURCE: Derived from Table 39, Appendix E.

(*) Less than 1/10 of 1%.

Table 46

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Salary Level 1977

East Texas

Salary Level x $1000	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
0.1 - 3.9	0.5	0.6	0.4	1.0	1.3	0.0	0.1	0.1	0.1	0.3	0.0
4.0 - 5.9	3.6	2.6	1.1	6.6	2.2	0.0	8.0	7.1	10.8	7.1	6.9
6.0 - 7.9	14.7	10.1	7.4	16.0	13.0	10.8	34.8	30.0	47.2	41.6	10.3
8.0 - 9.9	20.0	19.0	13.0	28.8	33.7	21.7	24.4	24.1	24.9	26.8	13.8
10.0 - 12.9	25.5	26.6	22.8	35.2	29.2	22.9	20.9	25.0	10.1	17.1	31.0
13.0 - 15.9	17.0	19.0	24.0	8.3	12.9	27.7	8.4	9.8	5.0	4.7	20.7
16.0 - 24.9	17.8	21.2	30.2	3.3	7.5	16.9	3.1	3.6	1.8	2.1	10.3
25.0 and Above	0.7	0.8	1.0	0.7	0.1	0.0	0.3	0.3	0.1	0.3	6.9
Total[2]	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

[1] Other includes Asian Americans and Native Americans.

[2] Totals may vary slightly from 100% due to rounding error.

SOURCE: Derived from Table 40, Appendix E.

(*) Less than 1/10 of 1%.

Table 47

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Salary Level
1977

Central Texas

Salary Level x $1000	Total	MALE Total	MALE White/ Anglo	MALE Black	MALE Hispanic	MALE Other[1]	FEMALE Total	FEMALE White/ Anglo	FEMALE Black	FEMALE Hispanic	FEMALE Other[1]
0.1 - 3.9	0.3	0.3	0.3	0.0	0.8	0.0	0.3	0.4	0.0	0.0	0.0
4.0 - 5.9	8.6	6.7	2.9	18.4	10.8	0.0	14.3	10.2	24.6	18.7	0.0
6.0 - 7.9	18.2	16.4	12.0	25.9	26.4	22.6	23.4	21.3	26.8	27.9	25.0
8.0 - 9.9	24.4	23.2	19.8	30.2	31.4	32.3	27.9	25.8	30.0	34.1	25.0
10.0 - 12.9	26.1	26.7	29.3	19.7	22.4	35.5	23.4	28.5	13.3	14.4	37.5
13.0 - 15.9	14.7	17.1	22.6	4.4	6.5	3.2	7.6	9.7	3.4	3.8	0.0
16.0 - 24.9	7.1	8.4	11.5	1.4	1.5	6.4	3.0	3.7	1.8	1.0	12.5
25.0 and Above	0.9	1.1	1.6	0.1	0.2	0.0	0.2	0.2	0.0	0.0	0.0
Total[2]	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

[1] Other includes Asian Americans and Native Americans.

[2] Totals may vary slightly from 100% due to rounding error.

SOURCE: Derived from Table 41, Appendix E.

(*) Less than 1/10 of 1%.

Table 48

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Salary Level

1977

South Texas

Salary Level x $1000	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
0.1 - 3.9	0.8	0.8	0.8	0.0	0.9	0.0	0.7	0.4	0.5	0.8	0.0
4.0 - 5.9	17.8	15.0	2.1	6.1	21.1	0.0	28.0	12.9	21.5	37.2	22.2
6.0 - 7.9	28.3	25.1	9.8	37.8	30.6	20.0	39.8	34.4	50.5	42.0	22.2
8.0 - 9.9	18.3	18.9	13.9	22.0	20.8	6.7	15.9	22.4	15.0	12.0	55.6
10.0 - 12.9	14.9	16.0	20.5	17.3	14.0	13.4	10.7	19.5	8.6	5.9	0.0
13.0 - 15.9	14.3	17.2	35.9	15.4	9.5	33.3	3.2	7.1	1.1	1.2	0.0
16.0 - 24.9	5.3	6.3	15.1	1.2	2.9	26.7	1.6	2.9	2.7	0.8	0.0
25.0 and Above	0.5	0.6	1.7	0.2	0.2	0.0	0.1	0.4	0.0	0.0	0.0
Total[2]	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

[1] Other includes Asian Americans and Native Americans.

[2] Totals may vary slightly from 100% due to rounding error.

SOURCE: Derived from Table 42, Appendix E.

(*) Less than 1/10 of 1%.

Table 49

Distribution of Total Texas Municipal Sample
Work Force by Race, Ethnicity, Gender
and Salary Level
1977

Panhandle

		MALE					FEMALE				
	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
0.1 - 3.9	100%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
4.0 - 5.9	100%	45.3	18.2	11.6	15.1	0.4	54.7	36.0	8.9	9.8	0.0
6.0 - 7.9	100%	62.9	35.9	9.9	16.6	0.4	37.1	31.9	2.0	3.1	0.1
8.0 - 9.9	100%	80.2	53.0	5.4	21.3	0.5	19.8	18.4	0.5	0.4	0.5
10.0 - 12.9	100%	91.9	81.7	3.4	6.6	0.2	8.1	7.8	0.1	0.1	0.0
13.0 - 15.9	100%	97.5	96.2	0.2	0.7	0.4	2.5	2.5	0.0	0.0	0.0
16.0 - 24.9	100%	98.1	96.7	0.0	1.4	0.0	1.9	1.9	0.0	0.0	0.0
25.0 and Above	100%	95.8	87.5	0.0	8.3	0.0	4.2	4.2	0.0	0.0	0.0
Total[2]	100%	81.1	64.2	5.1	11.4	0.4	18.9	16.2	1.2	1.5	0.1

[1] Other includes Asian Americans and Native Americans.

[2] Totals may vary slightly from 100% due to rounding error

SOURCE: Derived from Table 37, Appendix E.

(*) Less than 1/10 of 1%.

Table 50

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Salary Level 1977

North Texas

		MALE					FEMALE				
	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
0.1 - 3.9	100%	66.0	52.8	10.1	3.1	0.0	34.0	26.4	6.3	1.3	0.0
4.0 - 5.9	100%	59.8	35.7	18.7	4.9	0.6	40.2	30.3	7.7	2.2	0.0
6.0 - 7.9	100%	71.9	40.2	23.0	8.5	0.2	28.1	20.3	6.2	1.5	0.2
8.0 - 9.9	100%	75.1	54.7	13.1	6.8	0.5	24.9	18.8	5.0	0.9	0.1
10.0 - 12.9	100%	83.3	70.5	8.0	4.3	0.5	16.7	13.5	2.4	0.6	0.2
13.0 - 15.9	100%	92.4	85.5	4.1	2.4	0.3	7.6	6.4	1.0	0.2	*
16.0 - 24.9	100%	94.5	91.5	1.2	1.5	0.3	5.5	4.8	0.7	0.0	0.0
25.0 and Above	100%	94.3	91.4	1.4	0.7	0.7	5.7	4.6	1.1	0.0	0.0
Total[2]	100%	81.4	64.9	11.1	5.0	0.4	18.6	14.3	3.5	0.7	0.1

[1] Other includes Asian Americans and Native Americans.

[2] Totals may vary slightly from 100% due to rounding erro

SOURCE: Derived from Table 38, Appendix E.

(*) Less than 1/10 of 1%.

Table 51

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Salary Level 1977

West Texas

		MALE					FEMALE				
	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
0.1 - 3.9	100%	88.0	68.0	12.0	8.0	0.0	12.0	12.0	0.0	0.0	0.0
4.0 - 5.9	100%	68.2	14.4	4.6	48.6	0.7	31.7	16.3	1.9	13.6	0.0
6.0 - 7.9	100%	75.4	19.2	3.4	52.8	*	24.6	13.8	1.0	9.7	0.1
8.0 - 9.9	100%	85.6	39.6	2.0	43.6	0.3	14.4	8.6	0.6	5.1	*
10.0 - 12.9	100%	89.8	50.0	2.1	37.5	0.2	10.2	6.8	0.1	2.8	0.4
13.0 - 15.9	100%	94.9	61.5	1.2	31.5	0.7	5.1	3.4	0.0	1.7	0.0
16.0 - 24.9	100%	96.5	71.1	0.5	23.3	1.5	3.5	3.5	0.0	0.0	0.0
25.0 and Above	100%	100%	79.5	0.0	20.5	0.0	0.0	0.0	0.0	0.0	0.0
Total[2]	100%	84.1	38.5	2.5	42.8	0.3	15.9	9.4	0.6	5.8	0.1

[1] Other includes Asian Americans and Native Americans.

[2] Totals may vary slightly from 100% due to rounding error

SOURCE: Derived from Table 39, Appendix E.

(*) Less than 1/10 of 1%.

Table 52

Distribution of Total Texas Municipal Sample
Work Force by Race, Ethnicity, Gender
and Salary Level
1977

East Texas

		MALE					FEMALE				
	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
0.1 - 3.9	100%	96.9	39.7	38.9	18.3	0.0	3.1	1.5	0.8	0.8	0.0
4.0 - 5.9	100%	58.9	16.4	37.9	4.6	0.0	41.1	25.0	13.2	2.7	0.2
6.0 - 7.9	100%	55.9	26.4	22.7	6.6	0.2	44.1	25.9	14.1	4.0	0.1
8.0 - 9.9	100%	77.3	34.3	30.0	12.6	0.4	22.7	15.3	5.5	1.9	0.1
10.0 - 12.9	100%	84.7	47.1	28.7	8.5	0.3	15.3	12.4	1.7	0.9	0.1
13.0 - 15.9	100%	90.8	74.4	10.2	5.7	0.6	9.1	7.3	1.3	0.4	0.1
16.0 - 24.9	100%	96.8	89.4	4.0	3.2	0.3	3.2	2.5	0.4	0.2	0.1
25.0 and Above	100%	92.0	71.4	20.0	0.6	0.0	8.0	5.7	0.6	0.6	1.1
Total[2]	100%	81.4	52.7	20.9	7.5	0.3	18.6	12.7	4.4	1.4	0.1

[1] Other includes Asian Americans and Native Americans.

[2] Totals may vary slightly from 100% due to rounding error

SOURCE: Derived from Table 40, Appendix E.

(*) Less than 1/10 of 1%.

Table 53

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Salary Level
1977

Central Texas

		MALE					FEMALE				
	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
0.1 - 3.9	100%	75.9	48.3	0.0	27.6	0.0	24.1	24.1	0.0	0.0	0.0
4.0 - 5.9	100%	57.5	17.4	27.1	13.1	0.0	42.5	19.7	14.2	8.5	0.0
6.0 - 7.9	100%	67.0	33.6	18.0	15.1	0.4	33.0	19.5	7.3	6.0	0.1
8.0 - 9.9	100%	70.7	41.2	15.7	13.4	0.4	29.3	17.6	6.1	5.5	0.1
10.0 - 12.9	100%	76.7	57.7	9.7	9.0	0.4	23.2	18.4	2.6	2.2	0.1
13.0 - 15.9	100%	86.8	78.3	3.8	4.6	0.1	13.2	11.0	1.2	1.0	0.0
16.0 - 24.9	100%	89.0	84.0	2.4	2.3	0.3	11.0	8.9	1.3	0.6	0.1
25.0 and Above	100%	95.4	92.0	1.1	2.3	0.0	4.5	4.5	0.0	0.0	0.0
Total[2]	100%	74.3	50.9	12.7	10.4	0.3	25.7	16.7	5.0	3.9	0.1

[1] Other includes Asian Americans and Native Americans.

[2] Totals may vary slightly from 100% due to rounding error

SOURCE: Derived from Table 41, Appendix E.

(*) Less than 1/10 of 1%.

Table 54

Distribution of Total Texas Municipal Sample
Work Force by Race, Ethnicity, Gender
and Salary Level
1977

South Texas

		MALE					FEMALE				
	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
0.1 - 3.9	100%	82.3	23.4	0.0	58.9	0.0	17.7	3.2	0.8	13.7	0.0
4.0 - 5.9	100%	66.8	2.7	1.2	62.9	0.0	33.2	5.2	1.4	26.4	0.1
6.0 - 7.9	100%	70.2	7.8	4.9	57.5	0.1	29.8	8.8	2.1	18.8	*
8.0 - 9.9	100%	81.7	17.0	4.4	60.3	*	18.3	8.8	1.0	8.3	0.2
10.0 - 12.9	100%	84.8	30.7	4.3	49.8	0.1	15.2	9.5	0.7	5.0	0.0
13.0 - 15.9	100%	95.2	56.0	4.0	35.0	0.2	4.8	3.6	0.1	1.1	0.0
16.0 - 24.9	100%	93.6	63.1	0.8	29.2	0.5	6.4	3.9	0.6	1.9	0.0
25.0 and Above	100%	95.0	76.2	1.2	17.5	0.0	5.0	5.0	0.0	0.0	0.0
Total[2]	100%	78.9	22.2	3.7	52.9	0.1	21.1	7.2	1.2	12.6	0.1

[1] Other includes Asian Americans and Native Americans.

[2] Totals may vary slightly from 100% due to rounding error

SOURCE: Derived from Table 42, Appendix E.

(*) Less than 1/10 of 1%.

Table 55

Distribution of Texas Municipal Work Force Sample In Large Urban Areas by Race, Ethnicity, Gender, and Size of City

Texas, 1977

CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Cities of 50,000 or more	69,081	55,803	33,891	8,543	13,152	217	13,278	8,233	2,582	2,386	77
Percent of Total Municipal Employment	76.2%	76.5%	74.9%	82.3%	77.2%	78.3%	74.9%	72.9%	92.0%	67.6%	77.8%
Cities 25,000 - 49,900	7,709	5,961	3,868	678	1,390	25	1,748	1.056	93	590	9
Percent of Municipal Employment	7.8%	8.2%	8.5%	6.5%	8.2%	9.0%	9.9%	9.4%	3.3%	16.7%	9.1%
Cities of 10,000-24,99	9,892	8,040	5,554	841	1,616	29	1,852	1,351	81	412	8
Percent of Municipal Employment	10.9%	11.0%	12.3%	8.1%	9.5%	10.5%	10.4%	12.0%	2.9%	11.7%	8.1%
Total Municipal Employment[2]	90,699	72,972	45,272	10,378	17,045	277	17,727	11,290	2,806	3,532	99

[1] Other includes Asian Americans and Native Americans. [2] This total also includes municipal employment in cities of less than 10,000.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. Computer Printout, August, 1979.

Table 56

Distribution of Total Texas Municipal Sample Work Force By Race, Ethnicity, Gender, and Region For Cities of 50,000 or More 1977

		MALE					FEMALE				
	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Panhandle	2,965	2,381	1,860	152	358	11	584	497	38	45	4
North Texas	21,353	17,281	13,355	2,710	1,146	70	4,072	2,920	924	198	30
West Texas	8,152	6,932	3,009	194	3,701	28	1,220	677	37	496	10
East Texas	17,814	14,383	9,044	3,838	1,429	72	3,431	2,130	964	313	24
Central Texas	8,158	5,901	3,984	1,135	758	24	2,257	1,414	475	362	6
South Texas	10,639	8,925	2,639	514	5,760	12	1,714	595	144	972	3
Total	69,081	55,803	33,891	8,543	13,152	217	13,278	8,233	2,582	2,386	77

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. Computer Printout, August, 1979.

Table 57

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Size of City For Cities Over 50,000 1977

Panhandle

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	176	154	145	3	5	1	22	18	1	3	0
Professionals	278	238	234	0	2	2	40	40	0	0	0
Para-Professionals	64	28	22	3	2	1	36	26	2	8	0
Technician	338	307	280	8	19	0	31	28	2	0	1
Protective Service	596	569	539	7	21	2	27	23	3	1	0
Office and Clerical	419	28	21	3	2	2	391	338	25	28	0
Skilled Craft	483	473	323	47	103	0	10	8	1	0	1
Service/ Maintenance	611	584	296	81	204	3	27	16	4	5	2
Total	2,965	2,381	1,860	152	358	11	584	497	38	45	4

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. Computer Printout, August, 1979.

Table 58

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Size of City For Cities Over 50,000

1977

North Texas

JOB CATEGORY	Total	MALE Total	MALE White/ Anglo	MALE Black	MALE Hispanic	MALE Other[1]	FEMALE Total	FEMALE White/ Anglo	FEMALE Black	FEMALE Hispanic	FEMALE Other[1]
Officials and Administrators	1,709	1,561	1,479	49	26	7	148	122	22	4	0
Professionals	1,541	1,140	1,056	40	37	7	401	342	49	8	2
Para-Professionals	598	356	251	80	20	5	242	163	64	15	0
Technician	1,363	1,151	1,050	53	44	4	212	168	38	6	0
Protective Service	5,320	5,124	4,675	263	175	11	196	142	39	10	5
Office and Clerical	3,136	569	459	72	35	3	2,567	1,876	524	144	23
Skilled Craft	2,677	2,639	2,043	380	200	16	38	25	12	1	0
Service/ Maintenance	5,009	4,741	2,342	1,773	609	17	268	82	176	10	[illegible]
Total	21,353	17,281	13,355	2,710	1,146	70	4,072	2,920	924	198	30

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. Computer Printout, August, 1979

Table 59

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Size of City For Cities Over 50,000 1977

West Texas

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	301	281	229	3	47	2	20	20	0	0	0
Professionals	614	495	380	6	104	5	119	94	3	20	2
Para-Professionals	287	148	65	10	70	3	139	80	2	55	2
Technician	859	825	489	7	326	3	34	22	2	9	1
Protective Service	1,907	1,868	1,108	47	707	6	39	24	1	14	0
Office and Clerical	959	135	51	3	80	1	824	419	23	379	3
Skilled Craft	794	792	315	30	445	2	2	2	0	0	0
Service/ Maintenance	2,431	2,388	372	88	1,922	6	43	16	6	19	2
Total	8,152	6,932	3,009	194	3,701	28	1,220	677	37	496	10

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. Computer Printout, August, 1979

Table 60

Distribution of Total Texas Municipal Sample
Work Force by Race, Ethnicity, Gender
and Size of City
For Cities Over 50,000
1977

East Texas

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	987	825	726	57	37	5	162	111	35	12	4
Professionals	1,633	1,173	1,029	67	58	19	460	310	113	27	10
Para-Professionals	81	26	7	11	7	1	55	38	14	3	0
Technician	1,487	1,211	1,023	104	71	13	276	184	69	20	3
Protective Service	5,339	5,142	4,505	351	275	11	197	146	35	16	0
Office and Clerical	2,254	247	157	53	35	2	2,007	1,256	534	210	7
Skilled Craft	1,837	1,823	963	608	243	9	14	7	7	0	0
Service/ Maintenance	4,196	3,936	634	2,587	703	12	260	78	157	25	0
Total	17,814	14,383	9,044	3,838	1,429	72	3,431	2,130	964	313	24

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. Computer Printout, August, 1979

Table 61

Distribution of Total Texas Municipal Sample
Work Force by Race, Ethnicity, Gender
and Size of City
For Cities Over 50,000
1977

Central Texas

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	402	364	327	16	21	0	38	31	6	1	0
Professionals	1,178	693	623	34	31	5	485	407	33	42	3
Para-Professionals	270	118	55	35	26	2	152	52	62	38	0
Technician	1,214	960	836	62	59	3	254	158	66	30	0
Protective Service	1,124	1,088	945	59	83	1	36	21	10	5	0
Office and Clerical	1,292	188	118	29	38	3	1,104	714	194	193	3
Skilled Craft	787	783	537	130	113	3	4	3	0	1	0
Service/ Maintenance	1,891	1,707	543	770	387	7	184	28	104	52	0
Total	8,158	5,901	3,984	1,135	758	24	2,257	1,414	475	362	6

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. Computer Printout, August, 1979

Table 62

Distribution of Total Texas Municipal Sample
Work Force by Race, Ethnicity, Gender
and Size of City
For Cities Over 50,000
1977

South Texas

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	228	207	118	3	86	0	21	6	0	15	0
Professionals	1,221	913	563	30	318	2	308	191	29	88	0
Para-Professionals	560	265	40	34	191	0	295	72	32	191	0
Technician	532	460	188	15	257	0	72	25	3	43	1
Protective Service	2,705	2,668	1,313	111	1,238	6	37	21	3	13	0
Office and Clerical	1,087	197	35	9	152	1	890	273	64	551	2
Skilled Craft	880	868	216	56	595	1	12	1	0	11	0
Service/ Maintenance	3,426	3,347	166	256	2,923	2	79	6	13	60	0
Total	10,639	8,925	2,639	514	5,760	12	1,714	595	144	972	3

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. Computer Printout, August, 1979

Table 63

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Size of City

Cities Over 50,000
1977

Panhandle (Vertical)

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	5.9	6.5	7.8	2.0	1.4	9.0	3.8	3.6	2.6	6.6	0.0
Professionals	9.4	10.0	12.6	0.0	0.6	18.1	6.8	8.0	0.0	0.0	0.0
Para-Professionals	2.1	1.2	1.2	2.0	0.6	9.1	6.2	5.2	5.3	17.8	0.0
Technician	11.4	12.9	15.0	5.3	5.3	0.0	5.3	5.6	5.3	0.0	25.0
Protective Service	20.1	23.9	29.0	4.6	5.9	18.1	4.6	4.6	7.9	2.2	0.0
Office and Clerical	14.1	1.2	1.2	2.0	0.6	18.1	67.0	68.0	65.8	62.2	0.0
Skilled Craft	16.3	19.9	17.4	30.9	28.8	0.0	1.7	1.6	2.6	0.0	25.0
Service/ Maintenance	20.6	24.5	15.9	53.3	57.0	27.3	4.6	3.2	10.5	11.1	50.0
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

[1] Other includes Asian Americans and Native Americans.

SOURCE: Derived from Table 57, Appendix E.

Table 64

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Size of City

Cities Over 50,000

1977

North Texas (Vertical)

JOB CATEGORY	Total	MALE Total	MALE White/ Anglo	MALE Black	MALE Hispanic	MALE Other[1]	FEMALE Total	FEMALE White/ Anglo	FEMALE Black	FEMALE Hispanic	FEMALE Other[1]
Officials and Administrators	8.0	9.0	11.1	1.8	2.3	10.0	3.6	4.2	2.4	2.0	0.0
Professionals	7.2	6.6	7.9	1.5	2.4	10.0	9.8	11.7	5.3	4.0	6.7
Para-Professionals	2.8	2.1	1.9	3.0	1.7	7.1	5.9	5.6	6.9	7.6	0.0
Technician	6.4	6.7	7.9	2.0	3.8	5.7	5.2	5.8	4.1	3.0	0.0
Protective Service	24.9	29.6	35.0	9.7	15.3	15.7	4.8	4.9	4.2	5.1	16.7
Office and Clerical	14.7	3.3	3.4	2.7	3.8	4.3	63.0	64.2	56.7	72.7	76.7
Skilled Craft	12.5	15.3	15.3	14.0	17.4	22.9	0.9	0.9	1.3	0.5	0.0
Service/ Maintenance	23.5	27.4	17.5	65.4	53.1	24.3	6.6	2.8	19.0	5.1	0.0
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

[1] Other includes Asian Americans and Native Americans.

SOURCE: Derived from Table 58, Appendix E.

Table 65

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Size of City

Cities Over 50,000
1977

West Texas (Vertical)

JOB CATEGORY	Total	MALE Total	MALE White/ Anglo	MALE Black	MALE Hispanic	MALE Other[1]	FEMALE Total	FEMALE White/ Anglo	FEMALE Black	FEMALE Hispanic	FEMALE Other[1]
Officials and Administrators	3.7	4.1	7.6	1.5	1.3	7.1	1.6	3.0	0.0	0.0	0.0
Professionals	7.5	7.1	12.6	3.1	2.8	17.9	9.8	13.9	8.1	4.0	20.0
Para-Professionals	3.5	2.1	2.2	5.2	1.9	10.7	11.4	11.8	5.4	11.1	20.0
Technician	10.5	11.9	16.2	3.6	8.8	10.7	2.8	3.2	5.4	1.8	10.0
Protective Service	23.4	26.9	36.8	24.2	19.1	21.4	3.2	3.5	2.7	2.8	0.0
Office and Clerical	11.8	1.9	1.7	1.5	2.2	3.6	67.5	61.9	62.2	76.4	30.0
Skilled Craft	9.7	11.4	10.5	15.5	12.0	7.1	0.2	0.3	0.0	0.0	0.0
Service/ Maintenance	29.8	34.4	12.4	45.4	51.9	21.4	3.5	2.4	16.2	3.8	20.0
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

[1] Other includes Asian Americans and Native Americans.

SOURCE: Derived from Table 59, Appendix E.

Table 66

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Size of City

Cities Over 50,000
1977

East Texas (Vertical)

JOB CATEGORY	Total	MALE Total	MALE White/ Anglo	MALE Black	MALE Hispanic	MALE Other[1]	FEMALE Total	FEMALE White/ Anglo	FEMALE Black	FEMALE Hispanic	FEMALE Other[1]
Officials and Administrators	5.5	5.7	8.0	1.5	2.6	6.9	4.7	5.2	3.6	3.8	16.7
Professionals	9.2	8.2	11.4	1.7	4.1	26.4	13.4	14.6	11.7	8.6	41.7
Para-Professionals	0.5	0.2	0.1	0.3	0.5	1.4	1.6	1.8	1.4	1.0	0.0
Technician	8.3	8.4	11.3	2.7	5.0	18.1	8.0	8.6	7.1	6.4	12.5
Protective Service	30.0	35.8	49.8	9.1	19.2	15.3	5.7	6.9	3.6	5.1	0.0
Office and Clerical	12.6	1.7	1.7	1.4	2.4	2.8	58.5	59.0	55.4	67.1	29.2
Skilled Craft	10.3	12.7	10.6	15.8	17.0	12.5	0.4	0.3	0.7	0.0	0.0
Service/ Maintenance	23.6	27.4	7.0	67.4	49.2	16.7	7.6	3.7	16.3	8.0	0.0
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

[1] Other includes Asian Americans and Native Americans.

SOURCE: Derived from Table 60, Appendix E.

Table 67

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Size of City

Cities Over 50,000
1977

Central Texas (Vertical)

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	4.9	6.2	8.2	1.4	2.8	0.0	1.7	2.2	1.3	0.3	0.0
Professionals	14.4	11.7	15.6	3.0	4.1	20.8	21.4	28.8	6.9	11.6	50.0
Para-Professionals	3.3	2.0	1.4	3.1	3.4	8.3	6.7	3.7	13.1	10.5	0.0
Technician	14.9	16.3	21.0	5.5	7.8	12.5	11.3	11.2	13.9	8.3	0.0
Protective Service	13.8	18.4	23.7	5.2	10.9	4.2	1.6	1.5	2.1	1.4	0.0
Office and Clerical	15.8	3.1	3.0	2.6	5.0	12.5	48.9	50.5	40.8	53.3	50.0
Skilled Craft	9.6	13.3	13.5	11.4	14.9	12.5	0.2	0.2	0.0	0.3	0.0
Service/ Maintenance	23.2	28.9	13.6	67.8	51.1	29.2	8.2	2.0	21.9	14.4	0.0
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

[1] Other includes Asian Americans and Native Americans.

SOURCE: Derived from Table 61, Appendix E.

Table 68

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Size of City

Cities Over 50,000

1977

South Texas (Vertical)

JOB CATEGORY	Total	MALE Total	MALE White/ Anglo	MALE Black	MALE Hispanic	MALE Other[1]	FEMALE Total	FEMALE White/ Anglo	FEMALE Black	FEMALE Hispanic	FEMALE Other[1]
Officials and Administrators	2.1	2.3	4.5	0.6	1.5	0.0	1.2	1.0	0.0	1.5	0.0
Professionals	11.5	10.2	21.3	5.8	5.5	16.7	18.0	32.1	20.1	9.0	0.0
Para-Professionals	5.3	3.0	1.5	6.6	3.3	0.0	17.2	12.1	22.2	19.6	0.0
Technician	5.0	5.2	7.1	2.9	4.5	0.0	4.2	4.2	2.1	4.4	33.3
Protective Service	25.4	29.9	49.8	21.6	21.5	50.0	2.2	3.5	2.1	1.3	0.0
Office and Clerical	10.2	2.2	1.3	1.8	2.6	8.3	51.9	45.9	44.4	56.6	66.7
Skilled Craft	8.3	9.7	8.2	10.9	10.3	8.3	0.7	0.2	0.0	1.1	0.0
Service/ Maintenance	32.2	37.5	6.3	49.8	50.7	16.7	4.6	1.0	9.0	6.2	0.0
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

[1] Other includes Asian Americans and Native Americans.

SOURCE: Derived from Table 62, Appendix E.

Table 69

Distribution of Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Salary Level For Employees in Municipalities of 50,000 or More (Texas, 1977)

Panhandle

Salary x $1,000	Total	MALE Total	MALE White/ Anglo	MALE Black	MALE Hispanic	MALE Other[1]	FEMALE Total	FEMALE White/ Anglo	FEMALE Black	FEMALE Hispanic	FEMALE Other[1]
0.1 - 3.9	0	0	0	0	0	0	0	0	0	0	0
4.0 - 5.9	187	82	33	20	28	1	105	66	19	20	0
6.0 - 7.9	614	366	183	66	114	3	248	213	14	21	0
8.0 - 9.9	646	502	304	37	157	4	144	133	4	3	4
10.0 - 12.9	772	703	619	28	54	2	69	67	1	1	0
13.0 - 15.9	532	518	512	1	4	1	14	14	0	0	0
16.0 - 24.9	204	200	199	0	1	0	4	4	0	0	0
25.0 and Above	10	10	10	0	0	0	0	0	0	0	0
Total[2]	2,965	2,381	1,860	152	358	11	584	497	38	45	4

[1] Other includes Asian Americans and Native Americans.

[2] Totals may vary slightly from 100% due to rounding error.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. Computer Printout, August, 1979

(*) Less than 1/10 of 1%.

Table 70

Distribution of Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Salary Level For Employees in Municipalities of 50,000 or More (Texas, 1977)

North Texas

Salary x $1,000	Total	MALE Total	MALE White/ Anglo	MALE Black	MALE Hispanic	MALE Other[1]	FEMALE Total	FEMALE White/ Anglo	FEMALE Black	FEMALE Hispanic	FEMALE Other[1]
0.1 - 3.9	145	94	75	14	5	0	51	39	10	2	0
4.0 - 5.9	337	209	99	93	17	0	128	78	35	15	0
6.0 - 7.9	4,014	2,853	1,325	1,145	376	7	1,161	710	358	84	9
8.0 - 9.9	3,769	2,650	1,682	646	309	13	1,119	793	271	49	6
10.0 - 12.9	5,464	4,399	3,553	554	268	24	1,065	842	171	39	13
13.0 - 15.9	4,959	4,567	4,199	223	129	16	392	324	57	9	2
16.0 - 24.9	2,427	2,285	2,206	31	40	8	142	123	19	0	0
25.0 and Above	238	224	216	4	2	2	14	11	3	0	0
Total[2]	21,353	17,281	13,355	2,710	11,246	70	4,072	2,920	924	198	30

[1] Other includes Asian Americans and Native Americans.

[2] Totals may vary slightly from 100% due to rounding error.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. Computer Printout, August, 1979.

(*) Less than 1/10 of 1%.

Table 71

Distribution of Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Salary Level For Employees in Municipalities of 50,000 or More (Texas, 1977)

West Texas

Salary x $1,000	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
0.1 - 3.9	1	1	1	0	0	0	0	0	0	0	0
4.0 - 5.9	330	248	23	13	210	2	82	36	4	42	0
6.0 - 7.9	2,367	1,787	382	82	1,322	1	580	295	20	262	3
8.0 - 9.9	1,731	1,459	594	34	825	6	272	155	11	105	1
10.0 - 12.9	2,348	2,124	1,133	51	934	6	224	145	2	71	6
13.0 - 15.9	965	917	586	12	312	7	48	32	0	16	0
16.0 - 24.9	379	365	266	2	91	6	14	14	0	0	0
25.0 and Above	31	31	24	0	7	0	0	0	0	0	0
Total[2]	8,152	6,932	3,009	194	3,701	28	1,220	677	37	496	10

[1] Other includes Asian Americans and Native Americans. [2] Totals may vary slightly from 100% due to rounding error.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. Computer Printout, August, 1979

(*) Less than 1/10 of 1%.

Table 72

Distribution of Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Salary Level For Employees in Municipalities of 50,000 or More (Texas, 1977)

East Texas

Salary x $1,000	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
0.1 - 3.9	85	84	27	34	23	0	1	0	1	0	0
4.0 - 5.9	227	84	19	53	12	0	143	64	60	19	0
6.0 - 7.9	1,882	782	289	366	120	7	1,100	504	466	127	3
8.0 - 9.9	3,102	2,211	574	1,130	491	16	891	541	259	87	4
10.0 - 12.9	4,600	3,801	1,718	1,641	429	13	799	631	107	56	5
13.0 - 15.9	3,635	3,279	2,628	409	219	23	356	281	53	16	6
16.0 - 24.9	4,124	3,997	3,680	170	134	13	127	99	18	7	3
25.0 and Above	159	145	109	35	1	0	14	10	1	1	2
Total[2]	17,814	14,383	9,044	3,838	1,429	72	3,431	2,130	965	313	23

[1] Other includes Asian Americans and Native Americans.

[2] Totals may vary slightly from 100% due to rounding error.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. Computer Printout, August, 1979

(*) Less than 1/10 of 1%.

Table 73

Distribution of Texas Municipal Sample
Work Force by Race, Ethnicity, Gender
and Salary Level
Cities Between 25,000 - 49,999

Central Texas

Salary x $1000	Total	MALE Total	MALE White/ Anglo	MALE Black	MALE Hispanic	MALE Other[1]	FEMALE Total	FEMALE White/ Anglo	FEMALE Black	FEMALE Hispanic	FEMALE Other[1]
0.1 - 3.9	2	2	2	0	0	0	0	0	0	0	0
4.0 - 5.9	624	364	106	196	62	0	260	98	110	52	0
6.0 - 7.9	1193	726	322	264	136	4	467	238	126	103	0
8.0 - 9.9	1887	1211	572	356	275	8	676	394	147	133	2
10.0 - 12.9	2313	1729	1271	246	203	9	584	460	66	55	3
13.0 - 15.9	1402	1212	1089	55	67	1	190	158	17	15	0
16.0 - 24.9	651	575	543	17	13	2	76	62	9	4	1
25.0 and Above	86	82	79	1	2	0	4	4	0	0	0
Total[2]	8158	5901	3984	1135	758	24	2257	1414	475	362	6

[1] Other includes Asian Americans and Native Americans.

[2] Totals may vary slightly from 100% due to rounding error

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. Computer Printout, August, 1979

(*) Less than 1/10 of 1%.

Table 74

Distribution of Texas Municipal Sample
Work Force by Race, Ethnicity, Gender
and Salary Level
For Employees in Municipalities of 50,000 or More (Texas, 1977)

South Texas

Salary x $1000	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
0.1 - 3.9	47	43	2	0	41	0	4	0	0	4	0
4.0 - 5.9	1071	815	26	11	778	0	256	16	15	223	2
6.0 - 7.9	2771	2044	151	198	1692	3	727	171	80	476	0
8.0 - 9.9	1993	1632	231	110	1291	0	361	168	28	164	1
10.0 - 12.9	1809	1581	509	99	972	1	228	142	14	72	0
13.0 - 15.9	2112	2028	1183	89	751	5	84	65	2	17	0
16.0 - 24.9	763	712	481	6	222	3	51	30	5	16	0
25.0 and Above	73	70	56	1	13	0	3	3	0	0	0
Total[2]	10,639	8,925	2639	514	5760	12	1714	595	144	972	3

[1] Other includes Asian Americans and Native Americans. [2] Totals may vary slightly from 100% due to rounding error.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. (Computer Printout, August, 1979

(*) Less than 1/10 of 1%.

Table 75

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Region
For Cities of Population 25,000 - 49,000
1977

		MALE					FEMALE				
	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Panhandle	No cities of this size in the region										
North Texas	2,065	1,721	1,560	92	52	17	344	329	13	1	1
West Texas	271	231	150	15	66	0	40	29	5	6	0
East Texas	2,192	1,840	1,222	480	134	4	352	299	42	10	1
Central Texas	770	638	504	61	69	4	132	105	15	11	1
South Texas	2,411	1,531	432	30	1,069	0	880	294	18	562	6
Total	7,709	5,961	3,868	678	1,390	25	1,748	1,056	93	590	9

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. Computer Printout, August, 1979

Table 76

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Size of City For Cities Between 25,000-49,999

North Texas

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	175	165	164	0	0	1	10	10	0	0	0
Professionals	180	162	160	1	0	1	18	18	0	0	0
Para-Professionals	62	23	23	0	0	0	39	33	6	0	0
Technician	183	150	144	4	2	0	33	33	0	0	0
Protective Service	460	451	442	6	1	2	9	9	0	0	0
Office and Clerical	253	28	26	2	0	0	225	218	5	1	1
Skilled Craft	269	267	248	6	8	5	2	2	0	0	0
Service/ Maintenance	483	475	353	73	41	8	8	6	2	0	0
Total	2,065	1,721	1,560	92	52	17	344	329	13	1	1

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. Computer Printout, August, 1979

Table 77

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Size of City For Cities Between 25,000-49,999

West Texas

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	19	19	17	1	1	0	0	0	0	0	0
Professionals	30	28	26	0	2	0	2	2	0	0	0
Para-Professionals	3	3	3	0	0	0	0	0	0	0	0
Technician	45	36	28	0	8	0	9	8	0	1	0
Protective Service	53	50	43	2	5	0	3	3	0	0	0
Office and Clerical	26	3	1	0	2	0	23	15	4	4	0
Skilled Craft	46	44	26	4	14	0	2	1	1	0	0
Service/ Maintenance	49	48	6	8	34	0	1	0	0	1	0
Total	271	231	150	15	66	0	40	29	5	6	0

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. Computer Printout, August, 1979

Table 78

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Size of City For Cities Between 25,000-49,999

East Texas

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	131	117	115	2	0	0	14	14	0	0	0
Professionals	158	134	124	6	2	2	24	21	2	1	0
Para-Professionals	39	16	14	1	1	0	23	19	3	1	0
Technician	249	226	206	7	12	1	23	23	0	0	0
Protective Service	456	447	413	24	9	1	9	9	0	0	0
Office and Clerical	266	29	19	8	2	0	237	198	32	6	1
Skilled Craft	265	262	152	77	33	0	3	2	0	1	0
Service/ Maintenance	628	609	179	355	75	0	19	13	5	1	0
Total	2,192	1,840	1,222	480	134	4	352	299	42	10	1

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. Computer Printout, August, 1979

Table 79

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Size of City
For Cities Between 25,000-49,999

Central Texas

JOB CATEGORY	Total	MALE Total	MALE White/ Anglo	MALE Black	MALE Hispanic	MALE Other[1]	FEMALE Total	FEMALE White/ Anglo	FEMALE Black	FEMALE Hispanic	FEMALE Other[1]
Officials and Administrators	53	48	47	1	0	0	5	5	0	0	0
Professionals	66	66	65	0	1	0	0	0	0	0	0
Para-Professionals	14	3	3	0	0	0	11	11	0	0	0
Technician	33	31	27	1	3	0	2	1	1	0	0
Protective Service	201	193	179	6	6	2	8	7	1	0	0
Office and Clerical	116	13	13	0	0	0	103	81	10	11	1
Skilled Craft	89	89	68	8	13	0	0	0	0	0	0
Service/ Maintenance	198	195	102	45	46	2	3	0	3	0	0
Total	770	638	504	61	69	4	132	105	15	11	1

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. Computer Printout, August, 1979

Table 80

Distribution of Total Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Size of City

For Cities Between 25,000-49,999

South Texas

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	176	122	88	1	33	0	54	32	2	20	0
Professionals	294	167	85	3	79	0	127	61	3	59	4
Para-Professionals	154	31	13	1	17	0	123	25	4	94	0
Technician	349	182	89	2	91	0	167	31	1	133	2
Protective Service	272	265	109	5	151	0	7	6	0	1	0
Office and Clerical	338	37	8	1	28	0	301	123	2	176	0
Skilled Craft	236	208	23	6	179	0	28	13	5	10	0
Service/ Maintenance	592	519	17	11	491	0	73	3	1	69	0
Total	2,411	1,531	432	30	1,069	0	880	294	18	562	6

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. Computer Printout, August, 1979

Table 81

Distribution of Race, Ethnicity, and Gender Groups in Cities of 25,000 to 49,999 by Job Category

North Texas

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	8.5	9.6	10.5	0.0	0.0	5.9	2.9	3.0	0.0	0.0	0.0
Professionals	8.7	9.4	10.2	1.1	0.0	5.9	5.2	5.5	0.0	0.0	0.0
Para-Professionals	3.0	1.3	1.5	0.0	0.0	0.0	11.3	10.0	46.2	0.0	0.0
Technician	8.9	8.7	9.2	4.3	3.8	0.0	9.6	10.0	0.0	0.0	0.0
Protective Service	22.3	26.2	28.3	6.5	1.9	11.8	2.6	2.7	0.0	0.0	0.0
Office and Clerical	12.3	1.6	1.7	2.2	0.0	0.0	65.4	66.3	38.5	100%	100%
Skilled Craft	13.0	15.5	15.9	6.5	15.4	29.4	0.6	0.6	0.0	0.0	0.0
Service/ Maintenance	23.4	27.6	22.6	79.3	78.8	47.1	2.3	1.8	15.4	0.0	0.0
Total[2]	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

[1] Other includes Asian Americans and Native Americans. [2] Totals may vary slightly from 100% due to rounding error.

SOURCE: Data derived from Table 76, Appendix E.

Table 82

Distribution of Race, Ethnicity, and Gender Groups in Cities of 25,000 to 49,999 by Job Category

West Texas

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	7.0	8.2	11.3	6.7	1.5	0.0	0.0	0.0	0.0	0.0	0.0
Professionals	11.0	12.1	17.3	0.0	3.0	0.0	5.0	6.9	0.0	0.0	0.0
Para-Professionals	1.1	1.3	2.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Technician	16.6	15.6	18.7	0.0	12.0	0.0	22.5	27.6	0.0	16.7	0.0
Protective Service	19.6	21.6	28.7	13.3	7.6	0.0	7.5	10.3	0.0	0.0	0.0
Office and Clerical	9.6	1.3	0.7	0.0	3.0	0.0	57.5	51.7	80.0	66.7	0.0
Skilled Craft	17.0	19.0	17.3	26.7	21.2	0.0	5.0	3.4	20.0	0.0	0.0
Service/ Maintenance	18.1	20.8	4.0	53.3	51.5	0.0	2.5	0.0	0.0	16.7	0.0
Total[2]	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

[1] Other includes Asian Americans and Native Americans. [2] Totals may vary slightly from 100% due to rounding error.

SOURCE: Data Derived from Table 77 , Appendix E .

Table 83

Distribution of Race, Ethnicity, and Gender Groups in Cities of 25,000 to 49,999 by Job Category

East Texas

		MALE					FEMALE				
JOB CATEGORY	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	6.0	6.4	9.4	0.4	0.0	0.0	4.0	4.7	0.0	0.0	0.0
Professionals	7.2	7.3	10.1	1.2	1.5	50.0	6.8	7.0	4.8	10.0	0.0
Para-Professionals	1.8	0.9	1.1	0.2	0.7	0.0	6.5	6.4	7.1	10.0	0.0
Technician	11.4	12.3	16.9	1.5	9.0	25.0	6.5	7.7	0.0	0.0	0.0
Protective Service	20.8	24.3	33.8	5.0	6.7	25.0	2.6	3.0	0.0	0.0	0.0
Office and Clerical	12.1	1.6	1.6	1.7	1.5	0.0	67.3	66.2	76.2	60.0	100%
Skilled Craft	12.1	14.2	12.4	16.0	24.6	0.0	0.8	0.7	0.0	10.0	0.0
Service/ Maintenance	28.6	33.1	14.6	74.0	56.0	0.0	5.4	4.3	11.9	10.0	0.0
Total[2]	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

[1] Other includes Asian Americans and Native Americans.

[2] Totals may vary slightly from 100% due to rounding error.

SOURCE: Data derived from Table 78, Appendix E.

Table 84

Distribution of Race, Ethnicity, and Gender Groups in Cities of 25,000 to 49,999 by Job Category

Central Texas

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	6.9	7.5	9.3	1.6	0.0	0.0	3.8	4.8	0.0	0.0	0.0
Professionals	8 6	10.3	12.9	0.0	1.4	0.0	0.0	0.0	0.0	0.0	0.0
Para-Professionals	1.8	0.5	0.6	0.0	0.0	0.0	8.3	10.5	0.0	0.0	0.0
Technician	4.3	4.9	5.4	1.6	4.3	0.0	1.5	1.0	6.7	0.0	0.0
Protective Service	26.1	30.2	35.5	9.8	8.7	50.0	6.1	6.7	6.7	0.0	0.0
Office and Clerical	15.1	2.0	2.6	0.0	0.0	0.0	78.0	77.1	66.7	100%	100%
Skilled Craft	11.6	13.9	13.5	13.1	18.8	0.0	0.0	0.0	0.0	0.0	0.0
Service/ Maintenance	25.7	30.6	20.2	73.8	66.7	50.0	2.3	0.0	20.0	0.0	0.0
Total[2]	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

[1] Other includes Asian Americans and Native Americans. [2] Totals may vary slightly from 100% due to rounding error.

SOURCE: Data derived from Table 79, Appendix E.

Table 85

Distribution of Race, Ethnicity, and Gender Groups in Cities of 25,000 to 49,999 by Job Category

South Texas

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	7.3	8.0	20.4	3.3	3.1	0.0	6.1	10.9	11.1	3.6	0.0
Professionals	12.2	10.9	19.7	10.0	7.4	0.0	14.4	20.7	16.7	10.5	66.7
Para-Professionals	6.4	2.0	3.0	3.3	1.6	0.0	14.0	8.5	22.2	16.7	0.0
Technician	14.5	11.9	20.6	6.7	8.5	0.0	19.0	10.5	5.6	23.7	33.3
Protective Service	11.3	17.3	25.2	16.7	14.1	0.0	0.8	2.0	0.0	0.2	0.0
Office and Clerical	14.0	2.4	1.8	3.3	2.6	0.0	34.2	41.8	11.1	31.3	0.0
Skilled Craft	9.8	13.6	5.3	20.0	16.7	0.0	3.2	4.4	27.8	1.8	0.0
Service/ Maintenance	24.6	33.9	3.9	36.7	45.9	0.0	8.3	1.0	5.6	12.3	0.0
Total[2]	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

[1] Other includes Asian Americans and Native Americans. [2] Totals may vary slightly from 100% due to rounding error.

SOURCE Data derived from Table 80, Appendix E.

Table 86

Distribution of Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Salary Level

Cities Between 25,000 - 49,999

		MALE					FEMALE				
North Texas	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
0.1 - 3.9	2	2	1	1	0	0	0	0	0	0	0
4.0 - 5.9	81	33	25	7	1	0	48	38	9	1	1
6.0 - 7.9	394	262	187	52	23	0	132	128	3	0	0
8.0 - 9.9	579	469	413	24	22	10	110	109	1	0	0
10.0 - 12.9	618	580	563	7	6	4	38	38	0	0	0
13.0 - 15.9	231	220	216	1	0	3	11	11	0	0	0
16.0 - 24.9	130	127	127	0	0	0	3	3	0	0	0
25.0 and Above	30	28	28	0	0	0	2	2	0	0	0
Total[2]	2065	1721	1560	92	52	17	344	329	13	1	1

[1] Other includes Asian Americans and Native Americans. [2] Totals may vary slightly from 100% due to rounding error.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas Computer Printout, August, 1979

(*) Less than 1/10 of 1%.

Table 87

Distribution of Texas Municipal Sample
Work Force by Race, Ethnicity, Gender and Salary Level
Cities Between 25,000 - 49,999

West Texas	Total	MALE Total	MALE White/ Anglo	MALE Black	MALE Hispanic	MALE Other[1]	FEMALE Total	FEMALE White/ Anglo	FEMALE Black	FEMALE Hispanic	FEMALE Other[1]
0.1 - 3.9	5	5	4	0	1	0	0	0	0	0	0
4.0 - 5.9	31	14	5	2	7	0	17	11	1	5	0
6.0 - 7.9	95	77	31	7	39	0	18	13	4	1	0
8.0 - 9.9	93	89	68	5	16	0	4	4	0	0	0
10.0 - 12.9	37	36	32	1	3	0	1	1	0	0	0
13.0 - 15.9	6	6	6	0	0	0	0	0	0	0	0
16.0 - 24.9	3	3	3	0	0	0	0	0	0	0	0
25.0 and Above	1	1	1	0	0	0	0	0	0	0	0
Total[2]	271	231	150	15	66	0	40	29	5	6	0

[1] Other includes Asian Americans and Native Americans. [2] Totals may vary slightly from 100% due to rounding error.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas Computer Printout, August, 1979

(*) Less than 1/10 of 1%.

Table 88

Distribution of Texas Municipal Sample
Work Force by Race, Ethnicity, Gender
and Salary Level
Cities Between 25,000 - 49,999

East Texas	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
0.1 - 3.9	10	10	5	5	0	0	0	0	0	0	0
4.0 - 5.9	281	200	41	152	7	0	81	50	26	4	1
6.0 - 7.9	474	314	140	133	41	0	160	142	13	5	0
8.0 - 9.9	564	491	303	141	46	1	73	70	2	1	0
10.0 - 12.9	588	558	477	43	35	3	30	29	1	0	0
13.0 - 15.9	208	202	192	6	4	0	6	6	0	0	0
16.0 - 24.9	63	61	60	0	1	0	2	2	0	0	0
25.0 and Above	4	4	4	0	0	0	0	0	0	0	0
Total[2]	2192	1840	1222	480	134	4	352	299	42	10	1

[1] Other includes Asian Americans and Native Americans.

[2] Totals may vary slightly from 100% due to rounding error.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas Computer Printout, August, 1979

(*) Less than 1/10 of 1%.

Table 89

Distribution of Texas Municipal Sample
Work Force by Race, Ethnicity, Gender
and Salary Level
Cities Between 25,000 - 49,999

Central Texas	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
0.1 - 3.9	3	3	3	0	0	0	0	0	0	0	0
4.0 - 5.9	70	19	7	11	1	0	51	35	9	7	0
6.0 - 7.9	262	200	111	41	46	2	62	51	6	4	1
8.0 - 9.9	244	229	202	8	18	1	15	15	0	0	0
10.0 - 12.9	143	139	133	1	4	1	4	4	0	0	0
13.0 - 15.9	28	28	28	0	0	0	0	0	0	0	0
16.0 - 24.9	18	18	18	0	0	0	0	0	0	0	0
25.0 and Above	2	2	2	0	0	0	0	0	0	0	0
Total[2]	770	638	504	61	69	4	132	105	15	11	1

[1] Other includes Asian Americans and Native Americans. [2] Totals may vary slightly from 100% due to rounding error.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas Computer Printout, August, 1979

(*) Less than 1/10 of 1%.

Table 90

Distribution of Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Salary Level

Cities Between 25,000 - 49,999

South Texas	Total	MALE Total	MALE White/ Anglo	MALE Black	MALE Hispanic	MALE Other[1]	FEMALE Total	FEMALE White/ Anglo	FEMALE Black	FEMALE Hispanic	FEMALE Other[1]
0.1 - 3.9	20	18	3	0	15	0	2	1	0	1	0
4.0 - 5.9	655	320	22	8	290	0	335	55	13	267	0
6.0 - 7.9	807	468	72	11	385	0	339	120	3	214	2
8.0 - 9.9	519	409	127	10	272	0	110	61	0	45	4
10.0 - 12.9	280	202	122	0	80	0	78	45	2	31	0
13.0 - 15.9	76	63	48	0	15	0	13	9	0	4	0
16.0 - 24.9	50	47	34	1	12	0	3	3	0	0	0
25.0 and Above	4	4	4	0	0	0	0	0	0	0	0
Total[2]	2411	1531	432	30	1069	0	880	294	18	562	6

[1] Other includes Asian Americans and Native Americans.

[2] Totals may vary slightly from 100% due to rounding error.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. Computer Printout, August, 1979

(*) Less than 1/10 of 1%.

Table 91

Distribution of Total Texas Municipal Sample
Work Force by Race, Ethnicity, Gender
and
For Cities of Population 10,000 - 24,999
1977

		MALE					FEMALE				
	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Panhandle	344	297	265	22	9	1	47	43	1	2	1
North Texas	3,649	3,070	2,607	257	190	16	579	542	27	7	3
West Texas	753	554	328	19	204	3	199	142	10	43	4
East Texas	2,921	2,481	1,807	482	186	6	440	400	28	12	0
Central Texas	698	587	367	48	170	2	111	93	3	15	0
South Texas	1,527	1,051	180	13	857	1	476	131	12	333	0
Total	9,892	8,040	5,554	841	1,616	29	1,852	1,351	81	412	8

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas (Computer Tape) for June 30, 1977.

Table 92

Distribution of Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Size of City
For Cities Between 10,000 - 24,999

Panhandle

JOB CATEGORY	Total	MALE Total	MALE White/ Anglo	MALE Black	MALE Hispanic	MALE Other[1]	FEMALE Total	FEMALE White/ Anglo	FEMALE Black	FEMALE Hispanic	FEMALE Other[1]
Officials and Administrators	46	39	0	0	0	0	7	7	0	0	0
Professionals	38	38	33	0	4	1	0	0	0	0	0
Para-Professionals	6	2	1	0	1	0	4	4	0	0	0
Technician	38	33	32	1	0	0	5	5	0	0	0
Protective Service	61	60	57	2	1	0	1	1	0	0	0
Office and Clerical	29	2	2	0	0	0	27	24	1	2	0
Skilled Craft	39	38	36	1	1	0	1	1	0	0	0
Service/ Maintenance	87	85	65	18	2	0	2	1	0	0	1
Total	344	297	265	22	9	1	47	43	1	2	1

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas (Computer Tape) for June 30, 1977.

Table 93

Distribution of Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Size of City For Cities Between 10,000 - 24,999

North Texas

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	292	260	252	2	5	1	32	31	1	0	0
Professionals	172	150	143	1	4	2	22	20	0	0	2
Para-Professionals	158	106	97	4	4	1	52	47	3	2	0
Technician	428	384	361	13	7	3	44	42	2	0	0
Protective Service	712	698	668	16	13	1	14	13	1	0	0
Office and Clerical	418	43	42	1	0	0	375	363	8	3	1
Skilled Craft	400	387	346	19	21	1	13	13	0	0	0
Service/ Maintenance	1,069	1,042	698	201	136	7	27	13	12	2	0
Total	3,649	3,070	2,607	257	190	16	579	542	27	7	3

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas (Computer Tape) for June 30, 1977.

Table 94

Distribution of Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Size of City For Cities Between 10,000 - 24,999

West Texas

JOB CATEGORY	Total	MALE Total	MALE White/ Anglo	MALE Black	MALE Hispanic	MALE Other[1]	FEMALE Total	FEMALE White/ Anglo	FEMALE Black	FEMALE Hispanic	FEMALE Other[1]
Officials and Administrators	74	58	48	0	10	0	16	15	0	1	0
Professionals	59	41	35	1	5	0	18	13	0	1	4
Para-Professionals	34	16	13	3	0	0	18	13	4	1	0
Technician	81	38	27	0	11	0	43	33	2	8	0
Protective Service	105	103	85	0	118	0	2	1	1	0	0
Office and Clerical	89	12	8	0	4	0	77	59	2	16	0
Skilled Craft	87	87	26	1	59	1	0	0	0	0	0
Service/ Maintenance	224	199	86	14	97	2	25	8	1	16	0
Total	753	554	328	19	204	3	199	142	10	43	4

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas (Computer Tape) for June 30, 1977.

Table 95

Distribution of Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Size of City For Cities Between 10,000 - 24,999

East Texas

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	257	233	225	4	2	2	24	23	1	0	0
Professionals	171	154	152	0	2	0	17	17	0	0	0
Para-Professionals	53	33	25	6	2	0	20	20	0	0	0
Technician	204	193	177	12	4	0	11	11	0	0	0
Protective Service	586	575	540	21	14	0	11	9	0	2	0
Office and Clerical	381	49	47	0	2	0	332	301	22	9	0
Skilled Craft	400	394	270	106	17	1	6	6	0	0	0
Service/ Maintenance	869	850	371	333	143	3	19	13	5	1	0
Total	2,921	2,481	1,807	482	186	6	440	400	28	12	0

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas (Computer Tape) for June 30, 1977.

Table 96

Distribution of Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Size of City For Cities Between 10,000 - 24,999

Central Texas

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	68	58	44	0	13	1	10	9	0	1	0
Professionals	52	41	38	1	2	0	11	10	1	0	0
Para-Professionals	18	6	5	1	0	0	12	9	1	2	0
Technician	82	75	50	1	24	0	7	6	1	0	0
Protective Service	155	53	129	4	19	1	2	2	0	0	0
Office and Clerical	75	11	8	1	2	0	64	53	0	11	0
Skilled Craft	74	69	28	13	28	0	5	4	0	1	0
Service/ Maintenance	174	174	65	27	82	0	0	0	0	0	0
Total	698	587	367	48	170	2	111	93	3	15	0

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas (Computer Tape) for June 30, 1977.

Table 97

Distribution of Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Size of City For Cities Between 10,000 - 24,999

South Texas

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	143	110	45	0	64	1	33	16	0	17	0
Professionals	80	54	15	0	39	9	26	19	0	7	0
Para-Professionals	133	30	1	0	29	0	103	20	2	81	0
Technician	171	88	28	3	57	0	83	24	4	55	0
Protective Service	153	150	45	1	104	0	3	1	0	2	0
Office and Clerical	193	28	3	2	23	0	165	43	2	120	0
Skilled Craft	168	160	22	1	137	0	8	0	0	8	0
Service/ Maintenance	486	431	21	6	404	0	53	8	4	43	0
Total	1,527	1,051	180	13	857	1	476	131	12	333	0

[1] Other includes Asian Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas (Computer Tape) for June 30, 1977.

Table 98

Percentage Distribution of Texas Municipal Sample
Work Force by Race, Ethnicity, Gender
and Size of City
For Cities Between 10,000 - 24,999

Panhandle

JOB CATEGORY	Total	MALE Total	MALE White/ Anglo	MALE Black	MALE Hispanic	MALE Other[1]	FEMALE Total	FEMALE White/ Anglo	FEMALE Black	FEMALE Hispanic	FEMALE Other[1]
Officials and Administrators	13.4	13.1	14.72	0.0	0.0	0.0	14.9	16.3	16.3	0.0	0.0
Professionals	11.04	12.8	12.5	0.0	44.5	100.0	0.0	0.0	0.0	0.0	0.0
Para-Professionals	1.7	0.8	0.3	0.0	11.2	0.0	8.5	9.3	9.3	0.0	0.0
Technician	11.04	10.8	12.1	4.5	0.0	0.0	10.6	11.6	11.6	0.0	0.0
Protective Service	17.73	20.2	21.5	9.1	11.2	0.0	2.1	2.3	2.3	0.0	0.0
Office and Clerical	8.4	0.8	0.7	0.0	0.0	0.0	57.45	55.8	55.8	100.0	0.0
Skilled Craft	11.33	12.8	13.6	4.5	11.2	0.0	2.1	2.3	2.3	0.0	0.0
Service/ Maintenance	25.3	28.6	24.5	81.8	22.2	0.0	4.2	2.3	2.3	0.0	100.0
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

[1] Other includes Asian Americans and Native Americans.

SOURCE: Derived from Table 92, Appendix E.

100

Table 99

Percentage Distribution of Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Size of City For Cities Between 10,000 - 24,999

North Texas

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	8.0	8.5	9.7	0.7	2.6	6.2	5.5	5.7	3.7	0.0	0.0
Professionals	4.7	4.9	5.5	0.4	2.1	12.5	3.8	3.7	0.0	0.0	66.5
Para-Professionals	4.3	3.5	3.7	1.6	2.1	6.2	0.9	8.7	11.2	28.6	0.0
Technician	11.7	12.5	13.8	5.1	3.7	18.7	7.6	7.7	7.4	0.0	0.0
Protective Service	19.5	22.7	25.6	6.3	6.8	6.2	2.4	2.4	3.7	0.0	0.0
Office and Clerical	11.5	1.4	1.6	0.4	0.0	0.0	64.7	67.0	29.6	42.8	33.4
Skilled Craft	11.0	12.6	13.3	7.4	11.1	6.2	2.5	2.4	0.0	0.0	0.0
Service/ Maintenance	29.3	33.9	26.8	78.2	71.6	43.8	4.7	2.4	44.5	28.6	0.0
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

[1] Other includes Asian Americans and Native Americans.

SOURCE: Data derived from Table 93, Appendix E.

Table 100

Percentage Distribution of Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Size of City For Cities Between 10,000 - 24,999

West Texas

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	9.8	10.5	14.6	0.0	4.9	0.0	8.0	10.6	0.0	2.3	0.0
Professionals	7.8	7.4	10.7	5.2	2.4	0.0	9.0	9.1	0.0	2.3	100.0
Para-Professionals	4.5	2.9	4.0	15.8	0.0	0.0	9.0	9.1	40.0	2.3	0.0
Technician	10.7	6.8	8.2	0.0	5.4	0.0	21.6	23.2	20.0	18.6	0.0
Protective Service	13.9	18.6	26.9	0.0	57.8	0.0	1.0	0.7	10.0	0.0	0.0
Office and Clerical	11.8	2.2	0.3	0.0	2.0	0.0	38.7	41.5	20.0	37.2	0.0
Skilled Craft	11.5	15.7	7.9	5.2	28.9	33.4	0.0	0.0	0.0	0.0	0.0
Service/ Maintenance	29.7	35.9	26.2	73.7	47.5	66.7	12.7	5.6	10.0	37.2	0.0
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

[1] Other includes Asian Americans and Native Americans.

SOURCE: Derived from Table 94, Appendix E.

Table 101

Percentage Distribution of Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Size of City For Cities Between 10,000 - 24,999

East Texas

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	8.8	9.4	12.4	0.8	1.0	33.4	5.4	5.7	3.6	0.0	0.0
Professionals	5.8	6.2	8.4	0.0	1.0	0.0	3.9	4.2	0.0	0.0	0.0
Para-Professionals	1.8	1.3	1.4	1.2	1.0	0.0	4.5	5.0	0.0	0.0	0.0
Technician	7.0	7.8	9.8	2.5	2.1	0.0	2.5	2.7	0.0	0.0	0.0
Protective Service	20.0	23.2	29.9	4.3	7.5	0.0	2.5	2.2	0.0	16.7	0.0
Office and Clerical	13.0	2.0	2.6	0.0	1.0	0.0	75.4	75.2	78.6	75.0	0.0
Skilled Craft	13.7	15.9	14.9	22.0	9.1	16.7	1.4	1.5	0.0	0.0	0.0
Service/ Maintenance	29.7	34.3	20.5	69.1	76.9	50.0	4.3	3.2	17.8	8.4	0.0
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

[1] Other includes Asian Americans and Native Americans.

SOURCE: Derived from Table 95, Appendix E.

Table 102

Percentage Distribution of Texas Municipal Sample Work Force by Race, Ethnicity, Gender and Size of City For Cities Between 10,000 - 24,999

Central Texas

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	9.7	9.9	12.0	0.0	7.6	50.0	9.0	9.7	0.0	6.7	0.0
Professionals	7.4	7.0	10.3	2.1	1.2	0.0	9.9	10.7	33.4	0.0	0.0
Para-Professionals	2.6	1.0	1.4	2.1	0.0	0.0	10.8	9.7	33.4	13.4	0.0
Technician	11.7	12.8	13.6	2.1	14.1	0.0	6.3	6.4	33.4	0.0	0.0
Protective Service	22.2	26.0	35.1	8.3	11.2	50.0	1.8	2.1	0.0	0.0	0.0
Office and Clerical	10.7	1.9	2.2	2.1	1.2	0.0	57.6	57.0	0.0	73.4	0.0
Skilled Craft	10.6	11.7	7.6	27.1	16.6	0.0	4.5	4.3	0.0	6.7	0.0
Service/ Maintenance	24.9	29.6	17.7	56.2	48.2	0.0	0.0	0.0	0.0	0.0	0.0
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

[1] Other includes Asian Americans and Native Americans.

SOURCE: Derived from Table 96, Appendix E.

Table 103

Percentage Distribution of Texas Municipal Sample
Work Force by Race, Ethnicity, Gender
and Size of City
For Cities Between 10,000 - 24,999

South Texas

JOB CATEGORY	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Officials and Administrators	9.4	10.5	25.0	0.0	7.5	100.0	5.5	12.2	0.0	5.1	0.0
Professionals	5.2	5.1	8.3	0.0	4.5	0.0	5.5	14.5	0.0	2.1	0.0
Para-Professionals	8.7	2.8	0.5	0.0	3.4	0.0	21.6	15.3	16.7	24.3	0.0
Technician	11.2	8.4	15.6	23.1	6.6	0.0	17.4	18.3	33.4	16.5	0.0
Protective Service	10.0	14.3	25.0	7.7	12.1	0.0	1.6	0.8	0.0	0.6	0.0
Office and Clerical	12.6	2.7	1.67	15.4	2.7	0.0	34.7	32.8	16.7	36.0	0.0
Skilled Craft	11.0	15.2	12.2	7.7	16.0	0.0	2.7	0.0	0.0	2.4	0.0
Service/ Maintenance	31.8	41.0	11.7	46.1	47.1	0.0	11.1	6.1	33.4	12.9	0.0
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

[1] Other includes Asian Americans and Native Americans.

SOURCE: Derived from Table 97, Appendix E.

Table 104

Distribution of Texas Municipal Sample Work Force by Race, Ethnicity, Gender, and Salary Level For Employees in Municipalities Between 10,000 - 24,999 Texas, 1977

Panhandle

Salary	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
0.1 - 3.9	------	------	------	------	------	N O N E	------	------	------	------	------
4.0 - 5.9	23	12	6	6	-	-	11	11	-	-	-
6.0 - 7.9	115	84	70	10	4	0	31	27	1	2	1
8.0 - 9.9	87	83	78	4	1	0	4	4	0	0	0
10.0 - 12.9	96	95	89	2	4	-	1	1		-	-
13.0 - 15.9	18	18	17	-	-	1	-	-	-	-	-
16.0 - 24.9	4	4	4	-	-	-	-	-	-	-	-
25.0 and Above	1	1	1	-	-	-	-	-	-	-	-
Total[2]	344	297	265	22	9	1	47	43	1	2	1

[1] Other includes Asian Americans and Native Americans.

[2] Totals may vary slightly from 100% due to rounding error.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. Computer Printout, August, 1979

(*) Less than 1/10 of 1%.

Table 105

Distribution of Texas Municipal Sample Work Force by Race, Ethnicity, Gender, and Salary Level For Employees in Municipalities Between 10,000 - 24,999 Texas, 1977

North Texas

Salary	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
0.1 - 3.9	9	8	7	1	-	-	1	1	-	-	-
4.0 - 5.9	334	235	159	53	18	5	99	77	19	3	-
6.0 - 7.9	1,265	960	701	154	100	5	305	295	6	3	1
8.0 - 9.9	915	804	713	46	44	1	111	107	1	1	2
10.0 - 12.9	766	714	682	3	25	4	52	51	1	-	-
13.0 - 15.9	243	233	230	-	3	-	10	10	-	-	-
16.0 - 24.9	106	105	104	-	-	1	1	1	-	-	-
25.0 and Above	11	11	11	-	-	-	-	-	-	-	-
Total[2]	3,649	3,070	2,607	257	190	16	579	542	27	7	3

[1] Other includes Asian Americans and Native Americans.

[2] Totals may vary slightly from 100% due to rounding error.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. Computer Printout, August, 1979

(*) Less than 1/10 of 1%.

Distribution of Texas Municipal Sample Work Force by Race, Ethnicity, Gender, and Salary Level For Employees in Municipalities Between 10,000 - 24,999
Texas, 1977

West Texas

Salary	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
0.1 - 3.9	3	2	1	1	-	-	1	1	-	-	-
4.0 - 5.9	166	98	37	8	51	2	68	33	5	30	
6.0 - 7.9	287	202	91	6	105	-	85	71	3	11	-
8.0 - 9.9	180	161	120	3	37	1	19	16	2	1	-
10.0 - 12.9	88	64	55	1	8	-	24	19	-	1	4
13.0 - 15.9	11	9	8	-	1	-	2	2	-	-	-
16.0 - 24.9	11	11	10	-	1	-	-	-	-	-	-
25.0 and Above	7	7	6	-	1	-	-	-	-	-	-
Total[2]	753	554	328	19	204	3	199	142	10	43	4

[1] Other includes Asian Americans and Native Americans. [2] Totals may vary slightly from 100% due to rounding error.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. Computer Printout, August, 1979

(*) Less than 1/10 of 1%.

Table 107

Distribution of Texas Municipal Sample Work Force By Race, Ethnicity, Gender, and Salary Level For Employees in Municipalities Between 10,000 - 24,999 Texas, 1977

East Texas

		MALE					FEMALE				
Salary	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
0.1 - 3.9	10	8	7	0	1	0	2	1	0	1	0
4.0 - 5.9	205	157	57	81	19	0	48	38	10	0	0
6.0 - 7.9	782	585	341	196	47	1	197	174	15	8	0
8.0 - 9.9	804	707	532	118	56	1	97	92	3	2	0
10.0 - 12.9	797	718	579	82	54	3	79	78	0	1	0
13.0 - 15.9	222	213	199	5	9	0	9	9	0	0	0
16.0 - 24.9	91	83	82	0	0	1	8	8	0	0	0
25.0 and Above	10	10	10	0	0	0	0	0	0	0	0
Total[2]	2,921	2,481	1,807	482	186	6	440	400	28	12	0

[1] Other includes Asian Americans and Native Americans. [2] Totals may vary slightly from 100% due to rounding error.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. Computer Printout, August, 1979

(*) Less than 1/10 of 1%.

Table 108

Distribution of Texas Municipal Sample Work Force By Race, Ethnicity, Gender, and Salary Level For Employees in Municipalities Between 10,000 - 24,999 Texas, 1977

Central Texas

Salary	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
0.1 - 3.9	10	8	2	0	6	0	2	2	0	0	0
4.0 - 5.9	93	65	11	13	41	0	28	16	0	12	0
6.0 - 7.9	253	198	109	19	70	0	55	52	1	2	0
8.0 - 9.9	226	210	168	15	26	1	16	14	2	0	0
10.0 - 12.9	79	72	46	1	24	1	7	6	0	1	0
13.0 - 15.9	19	16	16	0	0	0	3	3	0	0	0
16.0 - 24.9	18	18	15	0	3	0	0	0	0	0	0
25.0 and Above	0	0	0	0	0	0	0	0	0	0	0
Total[2]	698	587	367	48	170	2	111	93	3	15	0

[1] Other includes Asian Americans and Native Americans. [2] Totals may vary slightly from 100% due to rounding error.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. Computer Printout, August, 1979

(*) Less than 1/10 of 1%.

Table 109

Distribution of Texas Municipal Sample Work Force By Race, Ethnicity, Gender, and Salary Level For Employees in Municipalities Between 10,000 - 24,999
Texas, 1977

South Texas

Salary	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
0.1 - 3.9	3	2	1	0	1	0	1	0	0	1	0
4.0 - 5.9	621	391	11	2	378	0	230	40	5	185	0
6.0 - 7.9	503	335	57	7	271	0	168	53	7	108	0
8.0 - 9.9	192	158	49	3	106	0	34	10	0	24	0
10.0 - 12.9	151	115	36	1	78	0	36	23	0	13	0
13.0 - 15.9	37	30	17	0	13	0	7	4	0	3	0
16.0 - 24.9	18	18	8	0	9	1	0	0	0	0	0
25.0 and Above	3	2	1	0	1	0	1	1	0	0	0
Total[2]	1,527	1,051	180	13	857	1	477	131	12	334	0

[1] Other includes Asian Americans and Native Americans. [2] Totals may vary slightly from 100% due to rounding error.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas. Computer Printout, August, 1979

(*) Less than 1/10 of 1%.

Table 110

Distribution of Population in Cities Included in the 1977 EEOC Employment Survey by Race, Ethnicity, Gender and Region

Texas, 1977

		MALE					FEMALE				
	Total	Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Panhandle	79,876	38,671	31,275	1,713	5,403	280	41,205	33,760	1,819	5,343	283
Central	60,209	28,653	19,162	1,006	8,272	213	31,556	21,452	1,098	8,740	266
Southern	173,921	82,952	22,085	1,998	58,208	661	90,969	24,645	2,268	63,297	759
Northern	352,255	168,557	145,727	13,945	7,873	1,012	183,698	158,545	16,068	8,000	1,085
Eastern	419,694	206,901	165,505	28,031	12,372	993	212,793	70,064	30,443	11,452	834
Western	86,130	41,045	25,336	1,789	13,665	255	45,085	28,568	1,947	14,253	317
TOTAL	566,779	566,779	409,090	48,482	105,793	3,414	605,306	437,034	53,643	111,085	3,544

[1] Other includes Native Americans and Native Americans.

SOURCE: Equal Employment Opportunity Commission, EEO-4 Statistical File for the State of Texas, Computer Printout, August, 1979.

APPENDIX F

TABLE 1

TEXAS EDUCATION AGENCY ADMINISTRATORS PROFILES

TITLE[1]	GENDER[2]	RACE/ETHNICITY
Commissioner of Education	Male	White/Anglo
Investment Officer	Male	White/Anglo
Legal Counselor	Male	White/Anglo
Associate Commissioner for Policies and Services	Male	White/Anglo
Director, Dissemination	Female	White/Anglo
Director, Personnel Administration and Staff Development	Male	White/Anglo
Director, Management Information Center	Male	White/Anglo
Director, Division of Information Analysis	Male	White/Anglo
Deputy Commissioner for Programs and Personnel Development	Male	White/Anglo
Director, Career Education	Male	White/Anglo
Director, Textbook Division	Male	White/Anglo
Deputy Commissioner for Administrative Services	Male	White/Anglo
Associate Commissioner for Planning and Accreditation	Male	White/Anglo
Director, Educational Assessment	Male	White/Anglo
Director, Program Evaluation	Male	White/Anglo
Planning and Approvals	Male	White/Anglo
Director, School Accreditation Administration and Services	Male	White/Anglo

[1] Source: Texas Education Agency, Texas School Directory, 1978-79, October 1978, pp. VI-XII.

[2] Source: Personnel Department, Texas Education Agency, March 19, 1979.

TABLE 1 CONT

TEXAS EDUCATION AGENCY ADMINISTRATORS PROFILES

TITLE[1]	GENDER[2]	RACE/ETHNICITY
Associate Commissioner for General Education	Female	White/Anglo
Director, Support Services	Male	White/Anglo
Director, Curriculum Development	Male	White/Anglo
Director, Student Services and Instructional Coordination	Male	White/Anglo
Associate Commissioner for Occupational Education and Technology	Male	White/Anglo
Director, Secondary Programs	Male	White/Anglo
Director, Post-Secondary Programs	Male	White/Anglo
Director, Adult Programs	Male	White/Anglo
Support Services State Research Coordination Unit	Male	White/Anglo
Associate Commissioner for Special Education	Male	White/Anglo
Director of Special Education Instruction and Related Services	Female	White/Anglo
Director of Services for the Deaf	Male	White/Anglo
Program Director for Deaf-Blind Center	Male	White/Anglo
Associate Commissioner for Educational Programs for Special Populations	Male	Hispanic
Director, Instructional Resources	Male	White/Anglo

[1] Source: Texas Education Agency, Texas School Directory, 1978-79, October 1978, pp. VI-XII.

[2] Source: Personnel Department, Texas Education Agency, March 19, 1979.

TABLE 1 CONT

TEXAS EDUCATION AGENCY ADMINISTRATORS PROFILES

TITLE[1]	GENDER[2]	RACE/ETHNICITY
Director, Teacher Education	Male	White/Anglo
Director, Teacher Certification	Female	Black
Director, Professional Support and Professional Practices	Male	White/Anglo
Associate Commissioner for Business Management and Contract Services	Male	White/Anglo
Director of Accounting	Female	Asian American
Program Controller	Male	White/Anglo
Claims Review	Male	White/Anglo
Director, Special Projects	Male	White/Anglo
Director, Office Services	Male	White/Anglo
Associate Commissioner for Finance	Male	White/Anglo
Director, Federal Funding	Male	White/Anglo
Director, State Funding	Male	White/Anglo
Director, Administrative Services	Male	White/Anglo
Associate Commissioner for Field Support Services	Male	Black
Director, Technical Assistance	Male	White/Anglo
Director, Proprietary Schools and Veterans Education	Female	White/Anglo
Director, Regional Program Development	Male	White/Anglo
Director, Urban Education	Male	White/Anglo
Director, Bilingual Education	Male	Hispanic

[1] Source: Texas Education Agency, Texas School Directory 1978-79, October 1978, pp. VI-XII.

[2] Source: Personnel Department, Texas Education Agency, March 19, 1979.

TABLE 1 CONT

TEXAS EDUCATION AGENCY ADMINISTRATORS PROFILES

TITLE[1]	GENDER[2]	RACE/ETHNICITY
Director, Compensatory and Migrant Education	Male	Hispanic
Director, Gifted and Talented	Female	White/Anglo
Associate Commissioner for Professional Development and Instructional Services	Male	White/Anglo
Assistant Deputy Commissioner for Administrative Services	Male	White/Anglo
Director, Internal Management	Male	White/Anglo
Director of Audits	Male	White/Anglo

[1] Source: Texas Education Agency, Texas School Directory 1978-79, October 1978, pp. VI-XII.

[2] Source: Personnel Department, Texas Education Agency, March 19, 1979.

Appendix F

Table 2

Racial, Ethnic and Gender Make Up of Local School Boards in Texas by County

1977-1978

		# OF SCHOOL	BLACK		HISPANIC		OTHER		
COUNTY	DISTRICT NAME	BOARD MEMBERS	M	F	M	F	M	F	ADDITIONAL INFORMATION
Atascosa	Charlotte ISD	7	0	0	1	0	5	0	1 unidentifiable for gender
	Jourdanton ISD	7	0	0	1	0	5	0	1 unidentifiable for gender
	Lytle ISD	7	0	0	1	0	3	2	1 unidentifiable for gender
	Pleasanton ISD	7	0	0	1	1	4	1	
	Poteet ISD *	7	0	0	4	0	1	1	1 unidentifiable for gender
Austin	Bellville ISD	7	0	0	0	0	5	2	
	Sealy ISD	8	0	0	1	0	7	0	
	Wallis-Orchard ISD	7	0	0	0	0	4	0	3 unidentifiable for gender
Bailey	Muleshoe ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Three Way ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
Bandera	Medina ISD	7	0	0	0	0	6	1	
	Bandera ISD	7	0	0	0	0	5	2	
Bastrop	Bastrop ISD	7	0	0	0	0	7	0	
	Elgin ISD	7	0	0	0	0	2	4	1 unidentifiable for gender

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol.8, 1978, pp. 216-218.

Appendix F
Table 2

Racial, Ethnic, and Gender Make Up of Local School Boards In Texas By County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK M	BLACK F	HISPANIC M	HISPANIC F	OTHER M	OTHER F	ADDITIONAL INFORMATION
	Smithville ISD	7	0	0	1	0	3	3	
	McDade ISD	7	0	0	0	0	6	1	
Baylor	Seymour ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
Bee	Beeville ISD	8	0	0	0	0	4	3	1 unidentifiable for gender
	Pawnee ISD	7	0	0	1	0	5	0	1 unidentifiable for gender
	Pettus ISD	6	0	0	1	0	4	1	
	Skidmore-Tynan ISD	7	0	0	0	0	7	0	
Bell	Academy ISD	7	0	0	0	0	3	1	3 unidentifiable for gender
	Bartlett ISD	7	0	0	0	0	4	2	1 unidentifiable for gender
	Belton ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Holland ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
	Killeen ISD	7	0	0	0	0	5	2	
	Rogers ISD	7	0	0	0	0	7	0	
	Salado ISD	7	0	0	0	0	6	1	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F
Table 2

Racial, Ethnic, and Gender
Make Up of Local School Boards
In Texas By County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK M	BLACK F	HISPANIC M	HISPANIC F	OTHER M	OTHER F	ADDITIONAL INFORMATION
	Temple ISD	8	0	0	0	0	6	2	
	Troy ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
Bexar	Alamo Heights	7	0	0	0	0	4	2	1 unidentifiable for gender
	Harlendale ISD	7	0	0	3	0	3	0	1 unidentifiable for gender
	Edgewood ISD	7	0	0	6	1	0	0	
	Randolph Field ISD	3	0	0	1	0	1	0	1 unidentifiable for gender
	San Antonio ISD	6	1	0	3	1	0	1	
	South San Antonio ISD	7	0	0	2	0	5	0	
	Somerset ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	North East ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	East Central ISD	7	0	0	1	0	5	1	
	Southwest ISD	7	0	0	1	0	5	0	1 unidentifiable for gender
	Lackland ISD	3	0	0	0	0	3	0	
	Ft. Sam Houston ISD	3	0	0	1	0	1	1	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F
Table 2

Racial, Ethnic, and Gender Make Up of Local School Boards In Texas By County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK M	BLACK F	HISPANIC M	HISPANIC F	OTHER M	OTHER F	ADDITIONAL INFORMATION
Bexar	Northside ISD	7	0	1	1	0	4	0	1 unidentifiable for gender
	Judson ISD	7	0	0	0	0	6	1	
	Southside ISD	7	0	0	5	0	2	0	
Blanco	Johnson City ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
	Blanco ISD	7	0	0	0	0	6	1	
Borden	Borden County ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
Bosque	Clifton ISD	7	0	0	0	0	5	2	
	Meridian ISD	7	0	0	0	0	4	2	1 unidentifiable for gender
	Morgan ISD	7	0	0	0	0	4	0	3 unidentifiable for gender
	Valley Mills ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Walnut Springs ISD	7	0	0	0	0	5	0	2 unidentifiable for gender
	Tredell ISD	-	-	-	-	-	-	-	Board members not listed
	Kopperl ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Cranfills Gap ISD	7	0	0	0	0	5	1	1 unidentifiable for gender

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F

Table 2
Racial, Ethnic and Gender Make Up of Local School Boards in Texas by County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK M	BLACK F	HISPANIC M	HISPANIC F	OTHER M	OTHER F	ADDITIONAL INFORMATION
Bowie	Dekalb ISD	7	1	0	0	0	6	0	
	Hooks ISD	7	0	0	0	0	7	0	
	Maud ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
	New Boston ISD	8	0	0	0	0	7	0	1 unidentifiable for gender
	Redwater ISD	7	0	0	0	0	7	0	
	Texarkana ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Liberty-Eylau ISD	6	0	0	0	0	6	0	
	Simms ISD	4	0	0	0	0	4	0	
	Malta ISD	3	0	0	0	0	3	0	
	Red Lick ISD	3	0	0	0	0	3	0	
	Pleasant Grove ISD	7	0	0	0	0	7	0	
	Hubbard ISD	7	0	0	0	0	5	0	2 unidentifiable for gender
	Leary ISD	3	0	0	0	0	3	0	
Brazoria	Alvin ISD	7	0	0	0	0	4	1	2 unidentifiable for gender

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol.8, 1978, pp. 216-218.

Appendix F

Table 2
Racial, Ethnic and Gender
Make Up of Local School Boards
In Texas by County

		# OF SCHOOL	BLACK		HISPANIC		OTHER		
COUNTY	DISTRICT NAME	BOARD MEMBERS	M	F	M	F	M	F	ADDITIONAL INFORMATION
Brazoria	Angleton ISD	7	0	0	0	0	5	0	2 unidentifiable for gender
	Danbury ISD	7	0	0	0	0	6	1	
	Brazosport ISD	7	0	0	0	0	7	0	
	Sweeny ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
	Columbia-Brazoria ISD	7	0	0	0	0	4	1	2 unidentifiable for gender
	Pearland ISD	7	0	0	0	0	4	2	1 unidentifiable for gender
	Damon ISD	7	0	0	0	0	2	2	3 unidentifiable for gender
Brazos	A & M Cons. ISD	7	0	0	0	0	7	0	
	Bryan ISD	7	0	0	1	0	5	0	1 unidentifiable for gender
Brewster	San Vicente CSD	2	0	0	0	0	1	0	1 unidentifiable for gender
	Terlingua CSD	3	0	0	0	0	2	1	
	Alpine ISD	6	0	0	1	0	4	1	
	Marathon ISD	7	0	0	1	0	3	3	
Briscoe	Silverton ISD	7	0	0	0	0	6	0	1 unidentifiable for gender

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F

Table 2

Racial, Ethnic, and Gender Make Up of Local School Boards In Texas By County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK M	BLACK F	HISPANIC M	HISPANIC F	OTHER M	OTHER F	ADDITIONAL INFORMATION
Brooks	Brooks ISD	8	0	0	6	0	2	0	
Brown	Blanket RHSD	7	0	0	0	0	5	1	1 unidentifiable for gender
	Bangs ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Brownwood ISD	7	0	0	0	0	6	1	
	May ISD	-	-	-	-	-	-	-	Board members not listed
	Zephyr	7	0	0	1	0	6	0	
	Brookesmith ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Early ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
Burleson	Caldwell ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
	Somerville ISD	7	0	0	1	0	5	1	
	Snook ISD	7	0	0	0	0	6	1	
Burnet	Burnet Cons ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
	Marble Falls ISD	7	0	0	0	0	6	1	
Caldwell	Lockhart ISD	7	0	0	1	0	4	1	1 unidentifiable for gender

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F

Table 2
Racial, Ethnic, and Gender
Make Up of Local School Boards
In Texas By County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK M	BLACK F	HISPANIC M	HISPANIC F	OTHER M	OTHER F	ADDITIONAL INFORMATION
Caldwell	Luling ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Prairie Lea ISD	7	0	0	1	0	4	1	1 unidentifiable for gender
Calhoun	Calhoun Co. ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
Callahan	Cross Plains ISD	7	0	0	0	0	5	1	
	Clyde ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Baird ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Eula ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
Cameron	Brownsville ISD	7	0	0	2	2	2	0	1 unidentifiable for gender
	Harlingen ISD	7	0	0	2	0	3	2	
	La Feria ISD	7	0	0	2	0	5	0	
	Los Fresnos CISD	7	0	0	5	1	1	0	
	Point Isabel ISD	7	0	0	2	1	3	0	1 unidentifiable for gender
	Rio Hondo ISD	7	0	0	4	0	2	0	1 unidentifiable for gender
	San Benito Cons ISD	7	0	0	5	1	1	0	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol.8, 1978, pp. 216-219.

Appendix F
Table 2

Racial, Ethnic, and Gender Make Up of Local School Boards In Texas By County

		# OF SCHOOL	BLACK		HISPANIC		OTHER		
COUNTY	DISTRICT NAME	BOARD MEMBERS	M	F	M	F	M	F	ADDITIONAL INFORMATION
Cameron	Santa Maria ISD	7	0	0	4	1	2	0	
	Santa Rosa ISD	7	0	0	1	0	5	1	
Camp	Pittsburg ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
Carson	Groom ISD	7	0	0	0	0	7	0	
	Panhandle ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	White Deer ISD	7	0	0	0	0	7	0	
Cass	Atlanta ISD	7	0	0	0	0	7	0	
	Avinger ISD	7	0	0	0	0	4	1	2 unidentifiable for gender
	Hughes Springs ISD	7	0	0	0	0	5	0	2 unidentifiable for gender
	Liden-Kildore ISD	7	1	0	0	0	4	0	2 unidentifiable for gender
	McLeod ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Queen City ISD	7	0	0	1	0	6	0	
	Merietta ISD	7	0	0	0	0	6	1	
	Bloomburg ISD	6	0	0	0	0	6	0	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F
Table 2

Racial, Ethnic, and Gender
Make Up of Local School Boards
In Texas By County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK M	BLACK F	HISPANIC M	HISPANIC F	OTHER M	OTHER F	ADDITIONAL INFORMATION
Castro	Dimmitt ISD	7	0	0	0	0	6	1	
	Hart ISD	7	0	0	0	0	3	2	2 unidentifiable for gender
	Nazareth ISD	6	0	0	0	0	6	0	
Chambers	Anahuac ISD	7	1	0	0	0	5	1	
	Barbers Hill ISD	7	0	0	0	0	2	1	4 unidentifiable for gender
	East Chambers ISD	7	0	0	0	0	1	2	4 unidentifiable for gender
Cherokee	Alto ISD	7	1	0	0	0	5	1	
	Jacksonville ISD	7	1	0	0	0	5	0	1 unidentifiable for gender
	Maydelle ISD	7	0	0	0	0	5	0	2 unidentifiable for gender
	Rusk ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
	New Summerfield ISD	7	0	0	0	0	4	2	1 unidentifiable for gender
	Wells	7	0	0	0	0	7	0	
Childress	Childress ISD	7	0	0	0	0	5	2	
Clay	Byers ISD	7	0	0	0	0	5	2	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F

Table 2

Racial, Ethnic, and Gender Make Up of Local School Boards In Texas By County

		# OF SCHOOL	BLACK		HISPANIC		OTHER		
COUNTY	DISTRICT NAME	BOARD MEMBERS	M	F	M	F	M	F	ADDITIONAL INFORMATION
Clay	Henrietta ISD	7	0	0	0	0	7	0	
	Petrolia ISD	7	0	0	0	0	7	0	
	Bellevue ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Midway ISD	7	0	0	0	0	5	0	2 unidentifiable for gender
Cochran	Morton ISD	7	0	0	0	0	5	0	2 unidentifiable for gender
	Whiteface ISD	7	0	0	0	0	7	0	
	Bledsoe ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
Coke	Bronte ISD	7	0	0	0	0	6	1	
	Robert Lee ISD	6	0	0	0	0	5	0	1 unidentifiable for gender
Coleman	Santa Anna ISD	8	0	0	0	0	6	2	
	Coleman ISD	7	0	0	0	0	6	1	
	Talpa Centennial ISD	7	0	0	1	0	5	1	
	Mozelle ISD	7	0	0	0	7	0		
	Novice ISD	7	0	0	0	0	7	0	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F
Table 2

Racial, Ethnic, and Gender
Make Up of Local School Boards
In Texas By County

		# OF SCHOOL	BLACK		HISPANIC		OTHER		
COUNTY	DISTRICT NAME	BOARD MEMBERS	M	F	M	F	M	F	ADDITIONAL INFORMATION
Collin	Allen ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
	Anna ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
	Celina ISD	7	0	0	0	0	3	1	3 unidentifiable for gender
	Famersville ISD	7	0	0	0	0	5	0	2 unidentifiable for gender
	Frisco ISD	7	0	0	0	0	4	1	2 unidentifiable for gender
	McKinney ISD	7	0	0	0	0	6	1	
	Melissa ISD	7	0	0	0	0	5	2	
	Plano ISD	7	0	0	0	0	5	2	
	Princeton ISD	7	0	0	0	0	7	0	
	Prosper ISD	7	0	0	0	0	6	1	
	Westminister ISD	7	0	0	0	0	5	2	
	Wylie ISD	7	0	0	0	0	7	0	
	Blue Ridge ISD	7	0	0	0	0	7	0	
	Community ISD	7	0	0	0	0	7	0	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol.8, 1978, pp. 216-218.

Appendix F
Table 2

Racial, Ethnic, and Gender Make Up of Local School Boards In Texas By County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK		HISPANIC		OTHER		ADDITIONAL INFORMATION
			M	F	M	F	M	F	
Collin	Lovejoy ISD	3	0	0	0	0	3	0	
Collingsworth	Wellington ISD	7	0	0	0	0	7	0	
	Quail ISD	2	0	0	0	0	2	0	
Colorado	Columbus ISD	7	0	0	0	0	3	3	1 unidentifiable for gender
	Rice Cons ISD	7	0	0	1	0	5	1	
	Weimer ISD	7	0	0	0	0	5	2	
Comal	New Braunfels ISD	7	0	0	1	0	4	2	
	Comal ISD	9	0	0	0	0	7	1	1 unidentifiable for gender
Comanche	Comanche ISD	7	0	0	0	0	7	0	
	De Leon ISD	7	0	0	0	0	5	0	2 inidentifiable for gender
	Gustine ISD	7	0	0	0	0	6	1	
	Sidney ISD	7	0	0	0	0	4	1	2 unidentifiable for gender
Concho	Eden ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Eola ISD	7	0	0	0	0	6	0	1 unidentifiable for gender

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F

Table 2

Racial, Ethnic, and Gender
Make Up of Local School Boards
In Texas By County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK M	BLACK F	HISPANIC M	HISPANIC F	OTHER M	OTHER F	ADDITIONAL INFORMATION
Concho	Paint Rock ISD	7	0	0	0	0	7	0	
Cooke	Gainesville ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Muenster ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Valley View ISD	7	0	0	0	0	6	1	
	Callisburg ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
	Era ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
	Lindsay ISD	7	0	0	0	0	6	1	
	Walnut Bend ISD	6	0	0	0	0	4	0	2 unidentifiable for gender
	Sivells Bend ISD	7	0	0	0	0	7	0	
Coryell	Evant ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Gatesville ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Oglesby ISD	7	0	0	0	0	5	0	2 unidentifiable for gender
	Jonesboro ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Copperas Cove ISD	7	0	0	0	0	3	4	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F
Table 2

Racial, Ethnic, and Gender Make Up of Local School Boards In Texas By County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK		HISPANIC		OTHER		ADDITIONAL INFORMATION
			M	F	M	F	M	F	
Cottle	Paducah ISD	8	0	0	0	0	1	3	4 unidentifiable for gender
Crane	Crane ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
Crockett	Crockett Co Cons CSD	7	0	0	0	0	6	0	1 unidentifiable for gender
Crosby	Crosbyton ISD	7	0	0	0	0	5	0	2 unidentifiable for gender
	Lorenzo ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Ralls ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
Culberson	Culberson Co ISD	7	0	0	0	0	3	2	2 Spanish Surnamed unidentifiable for gender
Dallam	Dalhart ISD	7	0	0	0	0	4	2	1 unidentifiable for gender
	Texline ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
Dallas	Carrollton-Farmers Branch ISD	7	0	0	1	0	5	1	
	Cedar Hill ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Dallas ISD	9	1	1	1	0	2	3	1 unidentifiable for gender
	De Soto ISD	6	0	0	0	0	2	0	4 unidentifiable for gender
	Duncanville ISD	7	0	0	0	0	5	1	1 unidentifiable for gender

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. **Names of Mexican Americans** were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F

Table 2

Racial, Ethnic and Gender
Make Up of Local School Boards
in Texas by County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK M	BLACK F	HISPANIC M	HISPANIC F	OTHER M	OTHER F	ADDITIONAL INFORMATION
Dallas	Garland ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Grand Prairie ISD	7	0	0	0	0	5	2	
	Highland Park ISD	7	0	0	0	0	6	1	
	Irving ISD	7	0	0	0	0	5	2	
	Lancaster ISD	8	0	0	0	0	8	0	
	Mesquite ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
	Richardson ISD	7	0	0	0	0	5	2	
	Sunnyvale ISD	7	0	0	0	0	7	0	
	Wilmer-Hutchins ISD	7	3	1	0	0	3	0	
	Coppell ISD	7	0	0	0	0	2	1	4 unidentifiable for gender
Dawson	Dawson ISD	7	0	0	0	0	7	0	
	Klondike ISD	7	0	0	0	0	7	0	
	Lamesa ISD	8	0	0	0	0	7	0	1 unidentifiable for gender
	Sands ISD	7	0	0	0	0	6	0	1 unidentifiable for gender

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol.8, 1978, pp. 216-218.

Appendix F

Table 2
Racial, Ethnic and Gender Make Up of Local School Boards In Texas by County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK		HISPANIC		OTHER		ADDITIONAL INFORMATION
			M	F	M	F	M	F	
Deaf Smith	Hereford ISD	7	0	0	1	0	5	1	
	Walcott ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
Delta	Cooper ISD	6	0	0	0	0	5	0	1 unidentifiable for gender
	Fannindel ISD	7	0	0	0	0	7	0	
Denton	Denton ISD	7	1	0	0	0	4	2	
	Lewisville ISD	7	0	0	0	0	6	1	
	Pilot Point ISD	8	0	0	0	0	6	2	
	Krum ISD	7	0	0	0	0	6	1	
	Ponder ISD	7	0	0	0	0	7	0	
	Aubrey	7	0	0	0	0	6	1	
	Sanger ISD	7	0	0	0	0	5	2	
	Argyle ISD	7	0	0	0	0	6	1	
	Northwest ISD	7	0	0	0	0	7	0	
	Lake Dallas ISD	7	0	0	0	0	5	1	1 unidentifiable for gender

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F

Table 2
Racial, Ethnic, and Gender
Make Up of Local School Boards
In Texas By County

		# OF SCHOOL	BLACK		HISPANIC		OTHER		
COUNTY	DISTRICT NAME	BOARD MEMBERS	M	F	M	F	M	F	ADDITIONAL INFORMATION
Dallas	Little Elm ISD	7	0	0	0	0	6	1	
Dewitt	Cuero ISD	7	0	0	0	0	6	1	
	Nordheim ISD	7	0	0	0	0	6	1	
	Yoakum ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Yorktown ISD	6	0	0	0	0	4	1	1 unidentifiable for gender
	Westhoff ISD	7	0	0	0	0	7	0	
	Meyersville ISD	7	0	0	0	0	4	1	2 unidentifiable for gender
Dickens	McAdoo ISD	7	0	0	1	0	4	1	1 unidentifiable for gender
	Spur ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
	Patton Springs ISD	7	0	0	0	0	5	2	
Dimmit	Asherton ISD	7	0	0	5	2	0	0	
	Carrizo Springs ISD	7	0	0	4	0	3	0	
Donley	Clarendon ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Hedley ISD	7	0	0	0	0	3	1	3 unidentifiable for gender

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F

Table 2
Racial, Ethnic and Gender
Make Up of Local School Boards
in Texas by County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK M	BLACK F	HISPANIC M	HISPANIC F	OTHER M	OTHER F	ADDITIONAL INFORMATION
Duval	Ramirez CSD	3	0	0	2	1	0	0	
	Benavides ISD	7	0	0	4	1	1	1	
	San Diego ISD	7	0	0	6	1	0	0	
	Freer ISD	7	0	0	2	2	2	0	1 unidentifiable for gender
Eastland	Carbon ISD	6	0	0	0	0	4	0	2 unidentifiable for gender
	Cisco ISD	7	0	0	0	0	6	1	
	Gorman ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Ranger ISD	8	0	0	0	0	5	2	1 unidentifiable for gender
Ector	Ector Co ISD	7	0	0	0	1	5	1	
Edwards	Rocksprings ISD	7	0	0	0	0	7	0	
	Nueces Canyon ISD	7	0	0	0	0	4	1	1 Spanish Surnamed unidentifiable for gender 1 unidentifiable for gender
	Carta Valley ISD	7	0	0	0	1	1	4	1 unidentifiable for gender
Ellis	Avalon ISD	7	0	0	0	0	4	0	3 unidentifiable for gender

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F
Table 2

Racial, Ethnic, and Gender Make Up of Local School Boards In Texas By County

		# OF SCHOOL	BLACK		HISPANIC		OTHER		
COUNTY	DISTRICT NAME	BOARD MEMBERS	M	F	M	F	M	F	ADDITIONAL INFORMATION
Ellis	Ennis ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
	Ferris ISD	7	0	0	0	0	7	0	
	Italy ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Midlothian ISD	7	0	0	0	0	5	0	2 unidentifiable for gender
	Milford ISD	7	0	0	0	0	5	0	2 unidentifiable for gender
	Palmer ISD	7	0	0	0	0	4	0	3 unidentifiable for gender
	Red Oak ISD	7	0	0	0	0	4	0	3 unidentifiable for gender
	Waxahachie ISD	7	0	0	0	0	5	2	
	Maypearl ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
El Paso	Clint ISD	7	0	0	3	0	1	1	2 unidentifiable for gender
	El Paso ISD	7	0	0	3	0	1	1	2 unidentifiable for gender
	Fabens ISD	7	0	0	2	0	4	1	
	San Elizario ISD	4	0	0	3	0	1	0	
	Ysleta ISD	7	0	0	2	0	3	2	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol.8, 1978, pp. 216-218.

Appendix F

Table 2
Racial, Ethnic and Gender
Make Up of Local School Boards
In Texas by County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK		HISPANIC		OTHER		ADDITIONAL INFORMATION
			M	F	M	F	M	F	
El Paso	Anthony	7	0	0	2	0	5	0	
	Canutillo ISD	7	0	0	1	0	4	2	
	Tornillo ISD	7	0	0	1	2	2	2	
	Socorro ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
Erath	Three Way CSD	6	0	0	1	0	4	0	1 unidentifiable for gender
	Dublin ISD	7	0	0	0	0	7	0	
	Stephenville ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
	Bluff Dale ISD	7	0	0	0	0	7	0	
	Huckabay ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Lingleville ISD	6	0	0	0	0	6	0	
	Morgan Mill	7	0	0	0	0	5	0	2 unidentifiable for gender
Falls	Chilton ISD	7	2	0	1	0	3	1	
	Marlin ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
	Westphalia ISD	3	0	0	0	0	3	0	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F

Table 2

Racial, Ethnic, and Gender Make Up of Local School Boards In Texas By County

		# OF SCHOOL	BLACK		HISPANIC		OTHER		
COUNTY	DISTRICT NAME	BOARD MEMBERS	M	F	M	F	M	F	ADDITIONAL INFORMATION
Falls	Rosebud-Lott ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
Fannin	Bonham ISD	7	0	0	0	0	6	1	
	Dodd City ISD	-	-	-	-	-	-	-	Board members not listed
	Ector ISD	-	-	-	-	-	-	-	Board members not listed
	Honey Grove ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
	Savoy ISD	6	0	0	0	0	5	0	1 unidentifiable for gender
	Trenton ISD	7	0	0	0	0	6	1	
	Windom ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Sam Rayburn ISD	7	0	0	0	0	6	1	
Fayette	Flatonia ISD	7	0	0	1	0	6	0	
	La Grange ISD	7	0	0	0	0	6	1	
	Schulenberg ISD	7	0	0	0	0	6	1	
	Fayetteville ISD	7	0	0	0	0	5	2	
	Round-Top Carmine ISD	7	0	0	0	0	5	1	1 unidentifiable for gender

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F
Table 2

Racial, Ethnic, and Gender Make Up of Local School Boards In Texas By County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK M	BLACK F	HISPANIC M	HISPANIC F	OTHER M	OTHER F	ADDITIONAL INFORMATION
Fisher	Hobb ISD	7	0	0	0	0	5	0	2 unidentifiable for gender
	McCaulley ISD	7	0	0	0	0	7	0	
	Roby ISD	7	0	0	1	0	4	2	
	Rotan ISD	7	0	0	0	0	7	0	
Floyd	Flodada ISD	7	0	0	0	0	3	4	
	Lockey ISD	7	0	0	0	0	7	0	
	South Plans ISD	6	0	0	0	0	6	0	
	Dougherty ISD	7	0	0	0	0	7	0	
Foard	Crowell ISD	8	0	0	0	0	7	0	1 unidentifiable for gender
Ford Bend	Lamar Cons ISD	7	0	0	0	0	4	2	1 unidentifiable for gender
	Needville ISD	7	0	0	0	0	4	1	2 unidentifiable for gender
	Fort Bend ISD	7	0	0	0	0	5	2	
	Kendleton ISD	7	7	0	0	0	0	0	
Franklin	Mount Vernon ISD	7	0	0	0	0	6	0	1 unidentifiable for gender

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F
Table 2

Racial, Ethnic, and Gender
Make Up of Local School Boards
In Texas By County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK		HISPANIC		OTHER		ADDITIONAL INFORMATION
			M	F	M	F	M	F	
Freestone	Fairfield ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Teague ISD	7	1	0	0	0	4	1	1 unidentifiable for gender
	Wortham ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Dew ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
Frio	Dilley ISD	7	0	0	3	0	3	1	
	Pearsall ISD	7	0	0	3	0	4	0	
Gaines	Seagraves ISD	7	0	0	0	0	7	0	
	Loop ISD	7	0	0	0	0	7	0	
	Seminole ISD	6	0	0	0	0	5	0	1 unidentifiable for gender
Galveston	Dickinson ISD	7	0	0	0	0	7	0	
	Galveston ISD	7	0	0	0	0	4	2	1 Black unidentifiable for gender
	High Island ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
	La Marque ISD	7	1	0	0	0	5	1	
	Texas City ISD	8	0	0	0	0	7	0	1 unidentifiable for gender

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol.8, 1978, pp. 216-218.

Appendix F
Table 2

Racial, Ethnic, and Gender
Make Up of Local School Boards
In Texas By County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK M	BLACK F	HISPANIC M	HISPANIC F	OTHER M	OTHER F	ADDITIONAL INFORMATION
Galveston	Hitchcock ISD	7	0	0	0	0	6	1	
	Santa Fe ISD	7	0	0	0	0	3	1	3 unidentifiable for gender
	Clear Creek ISD	7	0	0	0	0	6	1	
	Friendswood ISD	7	0	0	0	0	4	1	2 unidentifiable for gender
Garza	Post ISD	6	0	0	0	0	4	1	1 unidentifiable for gender
	Southland ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
Gillespie	Doss CSD	9	0	0	0	0	9	0	
	Fredericksburg ISD	7	0	0	0	0	6	1	
	Harper ISD	7	0	0	0	0	7	0	
Glasscock	Glasscock ISD	7	0	0	0	0	7	0	
Goliad	Goliad ISD	7	0	0	0	0	3	3	1 Spanish surnamed unidentifiable for gender
Gonzales	Gonzales ISD	8	0	0	0	0	6	2	
	Nixon ISD	7	0	0	1	0	4	1	1 unidentifiable for gender
	Smiley ISD	7	0	0	1	0	4	2	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F

Table 2
Racial, Ethnic and Gender
Make Up of Local School Boards
in Texas by County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK M	BLACK F	HISPANIC M	HISPANIC F	OTHER M	OTHER F	ADDITIONAL INFORMATION
Gonzales	Waelder ISD	7	0	0	1	0	5	1	
Gray	Alanreed ISD	7	0	0	0	0	3	3	1 unidentifiable for gender
	Lefors ISD	7	0	0	0	0	7	0	
	McLean ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
	Pampa ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Grandview-Hopkins ISD	7	0	0	0	0	7	0	
Grayson	Bells ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
	Collinsville ISD	7	0	0	0	0	7	0	
	Denison ISD	7	0	0	0	0	3	2	2 unidentifiable for gender
	Howe ISD	7	0	0	0	0	7	0	
	Sherman ISD	8	0	0	1	0	5	2	
	Tioga ISD	7	0	0	1	1	4	0	1 unidentifiable for gender
	Van Alstyne ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Whitesboro ISD	7	0	0	0	0	5	1	1 unidentifiable for gender

SOURCE: Texas Education Agency, *1978-79 Texas School Directory*, pp. 138-243. Names of Mexican Americans were cross-referenced from the *1970 Census General Coding Procedures Manual*, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, *National Roster of Black Elected Officials*, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F
Table 2

Racial, Ethnic, and Gender
Make Up of Local School Boards
In Texas By County

		# OF SCHOOL	BLACK		HISPANIC		OTHER		
COUNTY	DISTRICT NAME	BOARD MEMBERS	M	F	M	F	M	F	ADDITIONAL INFORMATION
Grayson	Whitewright ISD	7	0	0	0	0	6	1	
	Pottsboro ISD	7	0	0	0	0	6	1	
	S and S Cons ISD	7	0	0	0	0	6	1	
	Gunter ISD	7	0	0	0	0	6	1	
	Tom Bean ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
Gregg	Gladewater ISD	7	1	0	0	0	6	0	
	Kilgore ISD	7	0	0	0	0	5	0	2 unidentifiable for gender
	Longview ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
	Pine Tree ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
	Sabine ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Spring Hill ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
	White Oak ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
Grimes	Anderson-Shiro Cons ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Iola ISD	7	0	0	0	0	6	0	1 unidentifiable for gender

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F

Table 2

Racial, Ethnic, and Gender
Make Up of Local School Boards
In Texas By County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK M	BLACK F	HISPANIC M	HISPANIC F	OTHER M	OTHER F	ADDITIONAL INFORMATION
Grimes	Navasota ISD	7	0	0	0	0	4	0	3 unidentifiable for gender
	Richards ISD	7	0	0	0	0	7	0	
Guadalupe	Seguin ISD	7	0	0	1	0	4	2	
	Schertz-Cibolo-U City ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Navarro ISD	7	0	0	0	0	3	1	3 unidentifiable for gender
	Marion ISD	7	0	0	0	0	7	0	
Hale	Abernathy ISD	7	0	0	0	0	7	0	
	Cotton Center ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Hale Center ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
	Petersburg ISD	7	0	0	0	0	7	0	
	Plainview ISD	7	0	0	0	0	6	1	
Hall	Estelline ISD	7	0	0	0	0	7	0	
	Memphis ISD	7	0	0	0	0	7	0	
	Turkey-Quitaque ISD	7	0	0	0	0	7	0	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol.8, 1978, pp. 216-218.

Appendix F
Table 2

Racial, Ethnic, and Gender
Make Up of Local School Boards
In Texas By County

		# OF SCHOOL	BLACK		HISPANIC		OTHER		
COUNTY	DISTRICT NAME	BOARD MEMBERS	M	F	M	F	M	F	ADDITIONAL INFORMATION
Hall	Lakeview ISD	7	0	0	1	0	4	2	
Hamilton	Hamilton ISD	7	0	0	0	0	6	1	
	Hico ISD	7	0	0	0	0	5	0	2 unidentifiable for gender
	Pottsville ISD	7	0	0	0	0	4	2	1 unidentifiable for gender
Hansford	Gruver ISD	7	0	0	0	0	5	0	2 unidentifiable for gender
	Pringle-Morse ISD	7	0	0	0	0	5	0	2 unidentifiable for gender
	Spearman ISD	7	0	0	0	0	7	0	
Hardeman	Chillicothe ISD	7	0	0	0	0	7	0	
	Quanah ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
Hardin	Kountze ISD	7	0	0	0	0	5	0	2 unidentifiable for gender
	Silsbee ISD	7	0	0	1	0	5	0	1 unidentifiable for gender
	Hardin-Jefferson ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
	Lumberton ISD	7	0	0	0	0	3	1	3 unidentifiable for gender
	West Hardin ISD	7	0	0	0	0	4	3	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F
Table 2

Racial, Ethnic, and Gender Make Up of Local School Boards In Texas By County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK M	BLACK F	HISPANIC M	HISPANIC F	OTHER M	OTHER F	ADDITIONAL INFORMATION
Harris	Aldine ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Alief ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
	Channelview ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Crosby ISD	7	2	0	0	0	4	1	
	Cypress-Fairbanks ISD	7	0	0	0	0	6	1	
	Deer Park ISD	7	0	0	0	0	4	1	2 unidentifiable for gender
	North Forest ISD	7	2	0	0	0	3	2	
	Galena Park ISD	6	0	0	0	0	4	0	2 unidentifiable for gender
	Goose Creek ISD	7	0	0	1	0	3	3	
	Houston ISD	7	2	0	0	0	3	1	1 unidentifiable for gender
	Humble ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
	Katy ISD	7	0	0	0	0	7	0	
	Klein ISD	7	0	0	0	0	5	2	
	La Porte ISD	7	0	0	0	0	6	1	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F
Table 2

Racial, Ethnic, and Gender
Make Up of Local School Boards
In Texas By County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK		HISPANIC		OTHER		ADDITIONAL INFORMATION
			M	F	M	F	M	F	
Harris	Pasadena ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Spring ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
	Spring Branch ISD	7	0	0	0	0	6	1	
	Tomball ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Sheldon ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Huffman ISD	7	0	0	0	0	7	0	
Harrison	Karnack ISD	7	0	0	0	0	6	1	
	Marshall ISD	7	0	0	0	0	5	2	
	Waskom ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Hallsville ISD	7	0	0	0	0	7	0	
	Harleton ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Elysian Fields ISD	7	0	0	0	0	4	2	1 unidentifiable for gender
Hartley	Channing ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Hartley ISD	7	0	0	0	0	7	0	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F
Table 2

Racial, Ethnic, and Gender Make Up of Local School Boards In Texas By County

		# OF SCHOOL	BLACK		HISPANIC		OTHER		
COUNTY	DISTRICT NAME	BOARD MEMBERS	M	F	M	F	M	F	ADDITIONAL INFORMATION
Haskell	Haskell ISD	7	0	0	1	0	6	0	
	Rochester ISD	7	0	0	0	0	6	1	
	Rule ISD	7	0	0	0	0	7	0	
	Weinert ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Point Creek ISD	6	0	0	0	0	5	0	1 unidentifiable for gender
Hays	San Marcos ISD	7	0	0	1	0	3	2	1 unidentifiable for gender
	Drippings Springs ISD	7	0	0	0	0	4	1	2 unidentifiable for gender
	Hays cons ISD	7	0	0	0	0	6	1	
Hemphill	Canadian ISD	5	0	0	0	0	5	0	
Henderson	Athens ISD	7	0	0	0	0	4	1	2 unidentifiable for gender
	Brownsboro ISD	7	1	0	0	0	6	0	
	Cross Roads ISD	7	1	0	0	0	6	0	
	Eustace ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
	Malakoff ISD	7	1	0	0	0	4	1	1 unidentifiable for gender

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol.8, 1978, pp. 216-218.

Appendix F
Table 2

Racial, Ethnic, and Gender
Make Up of Local School Boards
In Texas By County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK M	BLACK F	HISPANIC M	HISPANIC F	OTHER M	OTHER F	ADDITIONAL INFORMATION
Henderson	Trinidad ISD	7	2	0	1	0	3	0	1 unidentifiable for gender
	Murchison ISD	6	0	0	0	0	6	0	
	La Pryor ISD	6	0	0	0	0	5	1	
Hidalgo	Donna ISD	7	0	0	5	0	1	1	
	Edcouch-Elsa ISD	7	0	0	7	0	0	0	
	Edinburg ISD	7	0	0	7	0	0	0	
	Hidalgo ISD	8	0	0	8	0	0	0	
	McAllen ISD	7	0	0	4	0	3	0	
	Mercedes ISD	7	0	0	5	1	1	0	
	Mission ISD	8	0	0	4	0	4	0	
	Pharr-San Juan-Alamo ISD	7	0	0	6	0	0	1	
	Progreso ISD	7	0	0	[illegible]	0	0	0	2 Spanish surnamed unidentifiable for gender 1 unidentifiable for gender
	Sharyland ISD	7	0	0	3	0	4	0	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F

Table 2

Racial, Ethnic, and Gender Make Up of Local School Boards In Texas By County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK		HISPANIC		OTHER		ADDITIONAL INFORMATION
			M	F	M	F	M	F	
Hidalgo	La Joya ISD	7	0	0	5	2	0	0	
	Weslaco ISD	8	0	0	2	0	3	1	2 Spanish surnamed unidentifiable for gender
	La Villa ISD	7	0	0	5	1	1	0	
	Monte Alto ISD	7	0	0	4	2	1	0	
	Valley View ISD	3	0	0	3	0	0	0	
Hill	Abbott ISD	7	0	0	0	0	7	0	
	Bynum ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Covington ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Hillsboro ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
	Hubbard ISD	7	0	0	1	0	5	1	
	Itasca ISD	8	0	0	0	0	7	1	
	Malone ISD	7	0	0	0	0	7	0	
	Mount Calm ISD	7	0	0	0	0	7	0	
	Whitney ISD	7	0	0	0	0	7	0	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F

Table 2

Racial, Ethnic and Gender Make Up of Local School Boards In Texas by County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK M	BLACK F	HISPANIC M	HISPANIC F	OTHER M	OTHER F	ADDITIONAL INFORMATION
Hill	Aquilla ISD	7	0	0	0	0	7	0	
	Blum ISD	7	0	0	0	0	5	0	2 unidentifiable for gender
	Penelope ISD	7	0	0	0	0	6	1	
Hockley	Anton ISD	7	0	0	1	0	5	0	1 unidentifiable for gender
	Levelland ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
	Ropes ISD	7	0	0	0	0	7	0	
	Sundown ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
	Whitharral ISD	7	0	0	0	0	5	0	2 unidentifiable for gender
Hood	Granbury ISD	7	0	0	0	0	7	0	
	Lipan ISD	7	0	0	1	0	4	2	
	Tolar ISD	7	0	0	0	0	4	0	3 unidentifiable for gender
Hopkins	Sulphur Springs ISD	7	0	0	0	0	5	2	
	Cumby ISD	7	0	0	0	0	4	0	3 unidentifiable for gender
	North Hopkins ISD	7	0	0	0	0	7	0	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F

Table 2

Racial, Ethnic and Gender
Make Up of Local School Boards
in Texas by County

		# OF SCHOOL	BLACK		HISPANIC		OTHER		
COUNTY	DISTRICT NAME	BOARD MEMBERS	M	F	M	F	M	F	ADDITIONAL INFORMATION
Hopkins	Miller Grove ISD	6	0	0	0	0	6	0	
	Como-Pickton ISD	7	0	0	0	0	7	0	
	Saltillo ISD	-	-	-	-	-	-	-	Board members not listed
	Sulphur Bluff ISD	7	0	0	0	0	5	0	2 unidentifiable for gender
Houston	Crockett ISD	7	0	0	0	0	4	0	1 black unidentifiable for gender 2 unidentifiable for gender
	Grapeland ISD	7	0	0	0	0	7	0	
	Lovelady ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Latexo ISD	7	0	0	0	0	5	0	2 unidentifiable for gender
	Kennar ISD	7	0	0	0	0	7	0	
Howard	Big Spring ISD	7	0	0	1	0	5	1	
	Coahoma ISD	7	0	0	0	0	7	0	
	Forsan ISD	6	0	0	0	0	4	0	2 unidentifiable for gender
Hudspeth	Allamoore CSD	3	0	0	0	0	2	1	
	Ft. Hancock ISD	7	0	0	2	0	5	0	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F

Table 2
Racial, Ethnic, and Gender
Make Up of Local School Boards
In Texas By County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK		HISPANIC		OTHER		ADDITIONAL INFORMATION
			M	F	M	F	M	F	
Hudspeth	Sierra Blanca ISD	7	0	0	3	0	2	2	
	Dell City ISD	7	0	0	1	0	3	2	1 unidentifiable for gender
Hunt	Caddo Mills ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Celeste ISD	7	0	0	0	0	7	0	
	Commerce ISD	7	0	0	0	0	6	1	
	Greenville ISD	8	1	0	0	0	5	1	1 unidentifiable for gender
	Lone Oak ISD	7	0	0	0	0	3	2	2 unidentifiable for gender
	Quinlan ISD	7	0	0	0	0	4	1	2 unidentifiable for gender
	Wolfe City ISD	7	0	0	0	0	7	0	
	Campbell ISD	7	0	0	0	0	4	0	3 unidentifiable for gender
	Bland ISD	6	0	0	0	0	4	0	2 unidentifiable for gender
	Boles Home ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
Hutchinson	Borger ISD	6	0	0	0	0	5	0	1 unidentifiable for gender
	Phillips ISD	6	0	0	0	0	4	0	2 unidentifiable for gender

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol.8, 1978, pp. 216-218.

Appendix F
Table 2

Racial, Ethnic, and Gender Make Up of Local School Boards In Texas By County

		# OF SCHOOL	BLACK		HISPANIC		OTHER		
COUNTY	DISTRICT NAME	BOARD MEMBERS	M	F	M	F	M	F	ADDITIONAL INFORMATION
Hutchinson	Sanford ISD	2	0	0	0	0	2	0	
	Stinnett ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
	Plemons ISD	7	0	0	0	0	4	0	3 unidentifiable for gender
	Spring Creek ISD	7	0	0	0	0	5	0	2 unidentifiable for gender
Irion	Irion Co ISD	7	0	0	1	0	6	0	
Jack	Bryson ISD	7	0	0	0	0	6	1	
	Perrin-Whitt CISD	7	0	0	0	0	7	0	
Jackson	Edna ISD	7	0	0	0	0	3	1	3 unidentifiable for gender
	Ganado ISD	7	0	0	0	0	7	0	
	Industrial ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
Jasper	Brookeland ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Buna ISD	7	0	0	0	0	7	0	
	Jasper ISD	7	0	0	0	0	6	1	
	Kirbyville ISD	7	0	0	0	0	6	0	1 unidentifiable for gender

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F
Table 2

Racial, Ethnic, and Gender
Make Up of Local School Boards
In Texas By County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK M	BLACK F	HISPANIC M	HISPANIC F	OTHER M	OTHER F	ADDITIONAL INFORMATION
Jasper	Evadale ISD	7	0	0	0	0	7	0	
Jeff Davis	Ft. Davis ISD	7	0	0	1	0	4	0	2 unidentifiable for gender
	Valentine ISD	7	0	0	1	1	4	1	
Jefferson	Beaumont ISD	7	0	0	0	0	5	2	
	Nederland ISD	7	0	0	0	0	7	0	
	Port Arthur ISD	7	0	0	0	0	5	2	
	Port Neches ISD	7	0	0	0	0	7	0	
	South Park ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
	Sabine Pass ISD	7	0	0	0	0	1	3	3 unidentifiable for gender
	Hamshire-Fannett ISD	7	0	0	0	0	5	0	2 unidentifiable for gender
Jim Hogg	Jim Hogg Co ISD	7	0	0	2	1	3	1	
Jim Wells	Alice ISD	7	0	0	4	0	1	1	1 unidentifiable for gender
	Ben Bolt-Palito Blanco ISD	7	0	0	5	1	1	0	
	Orange Grove ISD	7	0	0	2	0	5	0	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F
Table 2

Racial, Ethnic, and Gender
Make Up of Local School Boards
In Texas By County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK		HISPANIC		OTHER		ADDITIONAL INFORMATION
			M	F	M	F	M	F	
Jim Wells	Premont ISD	6	0	0	2	1	2	1	
	La Gloria ISD	3	0	0	1	0	1	1	
Johnson	Alvarado ISD	7	0	0	0	0	5	2	
	Burleson ISD	7	0	0	0	0	7	0	
	Cleburne ISD	7	0	0	0	0	5	0	2 unidentifiable for gender
	Grandview ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Joshua ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Keene ISD	7	0	0	0	0	7	0	
	Rio Vista ISD	7	0	0	0	0	7	0	
	Venus ISD	7	0	0	0	0	6	1	
	Lillian ISD	2	0	0	0	0	2	0	
	Godley ISD	7	0	0	0	0	7	0	
	Liberty Chapel ISD	3	0	0	0	0	3	0	
Jones	Anson ISD	7	0	0	1	0	5	1	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F
Table 2

Racial, Ethnic, and Gender
Make Up of Local School Boards
In Texas By County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK M	BLACK F	HISPANIC M	HISPANIC F	OTHER M	OTHER F	ADDITIONAL INFORMATION
Jones	Hamlin ISD	7	0	0	0	0	5	0	2 unidentifiable for gender
	Hawley ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Lueders-Avoca ISD	7	0	0	0	0	5	0	2 unidentifiable for gender
	Stamford ISD	7	0	0	0	0	5	0	2 unidentifiable for gender
Karnes	Karnes City ISD	8	0	0	0	0	7	1	
	Kenedy ISD	7	0	0	1	0	5	1	
	Runge ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Falls City ISD	7	0	0	0	0	5	2	
	Crandall ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Forney ISD	7	0	0	0	0	5	2	
	Kaufman ISD	8	0	0	0	0	7	1	
	Kemp ISD	7	0	0	0	0	6	1	
	Mabank ISD	7	0	0	0	0	6	1	
	Terrell ISD	8	0	0	0	0	4	1	3 unidentifiable for gender

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F

Table 2
Racial, Ethnic, and Gender
Make Up of Local School Boards
In Texas By County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK		HISPANIC		OTHER		ADDITIONAL INFORMATION
			M	F	M	F	M	F	
Kaufman	Scurry-Rosser ISD	7	0	0	0	0	6	1	
Kendall	Boerne County Line ISD	7	0	0	0	0	6	1	
	Comfort ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
Kenedy	Kenedy County Wide ISD	2	0	0	0	0	0	2	
Kent	Jayton-Girard ISD	7	0	0	0	0	6	1	
Kerr	Divide CSD	3	0	0	0	0	3	0	
	Center Point ISD	7	0	0	0	0	5	2	
	Hunt ISD	4	0	0	0	0	3	1	
	Kerrville ISD	7	0	0	0	0	7	0	
	Ingram ISD	7	0	0	0	0	7	0	
Kimble	Junction ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
King	Guthrie ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
Kinney	Brackett ISD	7	0	0	2	0	4	1	
Kleberg	Kingsville ISD	7	0	0	2	2	0	1	1 Spanish surnamed unidentifiable for gender 1 unidentifiable for gender

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F

Table 2

Racial, Ethnic and Gender
Make Up of Local School Boards
In Texas by County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK M	BLACK F	HISPANIC M	HISPANIC F	OTHER M	OTHER F	ADDITIONAL INFORMATION
Kleberg	Ricardo ISD	8	0	0	1	0	4	3	
	Riviera ISD	7	0	0	1	0	4	1	1 unidentifiable for gender
	Santa Gertrudis ISD	7	0	0	4	1	0	2	
	Laureles ISD	2	0	0	1	0	0	1	
Knox	Goree ISD	7	0	0	0	0	7	0	
	Knox City - O'Brien ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Munday ISD	7	0	0	0	0	6	1	
	Benjamin ISD	-	-	-	-	-	-	-	Board members not listed
Lamar	Delmar ISD	2	0	0	0	0	2	0	
	Roxton ISD	7	0	0	0	0	7	0	
	Paris	6	0	0	0	0	5	1	
	West Lamar	7	0	0	0	0	7	0	
	North Lamar	7	0	0	0	0	7	0	
	Prairieland ISD	7	0	0	0	0	6	0	1 unidentifiable for gender

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F

Table 2
Racial, Ethnic and Gender
Make Up of Local School Boards
in Texas by County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK M	BLACK F	HISPANIC M	HISPANIC F	OTHER M	OTHER F	ADDITIONAL INFORMATION
Lamb	Amherst ISD	8	0	0	0	0	6	1	1 unidentifiable for gender
	Littlefield ISD	8	0	0	0	0	8	0	
	Olton ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Spade ISD	7	0	0	0	0	5	0	2 unidentifiable for gender
	Springlake-Earth ISD	7	0	0	0	0	7	0	
	Sudan ISD	7	0	0	0	0	6	1	
Lampasas	Lampasas ISD	7	0	0	0	0	5	2	
	Lometa ISD	7	0	0	0	0	7	0	
LaSalle	Cotulla ISD	7	0	0	2	0	4	1	
Lavaca	Hallettsville ISD	7	0	0	1	0	5	1	
	Moulton ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Shiner ISD	7	0	0	0	0	7	0	
	Vysehrad ISD	7	0	0	0	0	5	2	
	Sweet Home ISD	7	0	0	0	0	7	0	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol.8, 1978, pp. 216-218.

Appendix F

Table 2
Racial, Ethnic and Gender Make Up of Local School Boards in Texas by County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK		HISPANIC		OTHER		ADDITIONAL INFORMATION
			M	F	M	F	M	F	
Lavaca	Ezzell ISD	5	0	0	0	0	4	1	
Lee	Giddings ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Lexington ISD	7	0	0	0	0	7	0	
	Dime Box ISD	7	0	0	0	0	3	3	1 unidentifiable for gender
Leon	Buffalo ISD	2	0	0	0	0	1	1	
	Centerville ISD	7	0	0	0	0	7	0	
	Normangee ISD	7	0	0	0	0	6	1	
	Oakwood ISD	7	0	0	0	0	7	0	
Leon	Leon ISD	7	0	0	0	0	7	0	
Liberty	Cleveland ISD	7	1	0	0	0	5	1	
	Dayton ISD	7	0	0	0	0	6	1	
	Devers ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Hardin ISD	7	1	0	0	0	5	0	1 unidentifiable for gender
	Hull-Daisetta ISD	7	1	0	0	0	5	1	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F

Table 2
Racial, Ethnic, and Gender
Make Up of Local School Boards
In Texas By County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK M	BLACK F	HISPANIC M	HISPANIC F	OTHER M	OTHER F	ADDITIONAL INFORMATION
Liberty	Liberty ISD	7	1	0	0	0	5	1	
	Tarkington ISD	7	0	0	0	0	6	1	
Limestone	Cooledge ISD	7	0	0	0	0	5	2	
	Groesbeck ISD	7	0	0	0	0	4	3	
	Mexia ISD	7	0	0	0	0	5	2	
Lipscomb	Booker ISD	7	0	0	0	0	6	1	
	Follett ISD	7	0	0	0	0	7	0	
	Higgins ISD	7	0	0	0	0	6	1	
	Darrouzett ISD	7	0	0	0	0	5	2	
Live Oak	George West ISD	7	0	0	1	0	5	1	
	Three Rivers ISD	7	0	0	0	0	7	0	
Llano	Llano ISD	8	0	0	0	0	5	3	
Loving	Loving ISD	2	0	0	0	0	1	1	
Lubbock	Lubbock ISD	7	0	0	1	0	5	1	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F

Table 2

Racial, Ethnic, and Gender
Make Up of Local School Boards
In Texas By County

		# OF SCHOOL	BLACK		HISPANIC		OTHER		
COUNTY	DISTRICT NAME	BOARD MEMBERS	M	F	M	F	M	F	ADDITIONAL INFORMATION
Lubbock	New Deal ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Slaton ISD	7	0	0	1	0	5	1	
	Lubbock-Cooper ISD	7	0	0	0	0	6	1	
	Frenship ISD	7	0	0	0	0	7	0	
	Roosevelt ISD	7	0	0	0	0	6	1	
	Shallowater ISD	7	0	0	0	0	5	2	
	Idalou ISD	7	0	0	0	0	5	0	2 unidentifiable for gender
Lynn	O'Donnell ISD	7	0	0	0	0	6	1	
	Tahoka ISD	7	0	0	0	0	5	2	
	New Home ISD	6	0	0	0	0	4	0	2 unidentifiable for gender
	Wilson ISD	7	0	0	0	0	7	0	
Madison	Madisonville ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
	North Zulch ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
Marion	Jefferson ISD	7	0	0	0	0	7	0	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F
Table 2

Racial, Ethnic, and Gender Make Up of Local School Boards In Texas By County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK		HISPANIC		OTHER		ADDITIONAL INFORMATION
			M	F	M	F	M	F	
Martin	Stanton ISD	7	0	0	0	0	6	1	
	Grady	7	0	0	0	0	6	1	
Mason	Mason	7	0	0	0	0	7	0	
Matagorda	Bay City ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
	Tidehaven ISD	7	0	0	0	0	6	1	
	Matagorda ISD	7	0	0	0	0	5	2	
	Palacios	7	0	0	1	0	4	1	1 unidentifiable for gender
	Van Vleck ISD	7	0	0	0	0	6	1	
Maverick	Eagle Pass ISD	7	0	0	5	1	1	0	
McCulloch	Brady ISD	7	0	0	0	0	7	0	
	Rochelle ISD	7	0	0	0	0	7	0	
McLennan	Crawford ISD	7	0	0	0	0	7	0	
	Midway ISD	7	0	0	0	0	6	1	
	La Vega ISD	7	0	0	0	0	7	0	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol.8, 1978, pp. 216-218.

Appendix F
Table 2

Racial, Ethnic, and Gender Make Up of Local School Boards In Texas By County

		# OF SCHOOL	BLACK		HISPANIC		OTHER		
COUNTY	DISTRICT NAME	BOARD MEMBERS	M	F	M	F	M	F	ADDITIONAL INFORMATION
McLennan	Lorena ISD	7	0	0	0	0	7	0	
	Mart ISD	7	0	0	0	0	7	0	
	McGregor ISD	7	1	0	0	0	6	0	
	Moody ISD	7	0	0	0	0	7	0	
	Riesel ISD	7	0	0	0	0	7	0	
	Speegleville ISD	7	0	0	0	0	7	0	
	Waco ISD	8	0	0	0	0	7	1	
	West ISD	7	0	0	0	0	6	1	
	Axtell ISD	7	0	0	0	0	7	0	
	Bruceville-Eddy ISD	6	0	0	0	0	5	1	
	China Spring ISD	7	0	0	0	0	7	0	
	Connally ISD	7	0	0	1	0	6	0	
	Robinson ISD	7	0	0	0	0	7	0	
	Bosqueville ISD	7	0	0	0	0	6	1	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol.8, 1978, pp. 216-218.

Appendix F

Table 2

Racial, Ethnic, and Gender
Make Up of Local School Boards
In Texas By County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK M	BLACK F	HISPANIC M	HISPANIC F	OTHER M	OTHER F	ADDITIONAL INFORMATION
McLennan	Hallsburg ISD	2	0	0	0	0	2	0	
	Gholson ISD	7	0	0	0	0	7	0	
McMullen	McMullen ISD	7	0	0	1	0	5	1	
Medina	Devine ISD	7	0	0	1	0	4	2	
	D'Hanis ISD	7	0	0	1	1	5	0	
	Natalia ISD	7	0	0	2	0	4	1	
	Hondo ISD	7	0	0	1	0	4	1	1 unidentifiable for gender
	Medina Valley	7	0	0	1	0	5	1	
Menard	Menard ISD	7	0	0	1	0	4	2	
Midland	Midland ISD	7	0	0	0	0	6	1	
	Greenwood ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
Milam	Cameron ISD	7	0	0	0	0	5	2	
	Gause ISD	7	2	0	0	0	5	0	
	Milan ISD	7	0	0	0	0	7	0	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 1978, pp. 216-218.

Appendix F

Table 2
Racial, Ethnic and Gender
Make Up of Local School Boards
In Texas by County

		# OF SCHOOL	BLACK		HISPANIC		OTHER		
COUNTY	DISTRICT NAME	BOARD MEMBERS	M	F	M	F	M	F	ADDITIONAL INFORMATION
Milam	Rockdale ISD	7	0	0	0	0	6	1	
	Thorndale ISD	7	0	0	0	0	6	1	
	Buckholts ISD	7	0	0	0	0	5	2	
Mills	Goldwaite ISD	7	0	0	0	0	7	0	
	Mullin ISD	6	0	0	0	0	6	0	
	Star ISD	7	0	0	0	0	7	0	
	Priddy ISD	7	0	0	0	0	6	1	
Mitchell	Colorado ISD	7	0	0	0	0	6	1	
	Lorraine ISD	7	0	0	0	0	7	0	
	Westbrook ISD	7	0	0	0	0	7	0	
Montague	Bowie ISD	7	0	0	0	0	7	0	
	Nocona ISD	7	0	0	0	0	4	2	1 unidentifiable for gender
	Gold Burg ISD	2	0	0	0	0	2	0	
	Montague ISD	7	0	0	0	0	7	0	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F
Table 2
Racial, Ethnic and Gender Make Up of Local School Boards In Texas by County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK M	BLACK F	HISPANIC M	HISPANIC F	OTHER M	OTHER F	ADDITIONAL INFORMATION
Montague	Prairie Valley ISD	7	0	0	0	0	7	0	
	Forestburg ISD	7	0	0	0	0	7	0	
	Saint Jo ISD	7	0	0	0	0	7	0	
Montgomery	Conroe ISD	6	0	0	0	0	5	1	
	Montgomery ISD	7	1	0	0	0	6	0	
	Willis ISD	7	1	0	0	0	5	1	
	Magnolia ISD	7	0	0	0	0	7	0	
	Splendora ISD	7	0	0	0	0	5	2	
	New Caney ISD	7	0	0	0	0	6	1	
Moore	Dumas ISD	6	0	0	0	0	5	1	
	Sunray ISD	7	0	0	0	0	7	0	
Morris	Lone Star ISD	7	0	0	0	0	6	1	
	Pewitt ISD	7	0	0	0	0	7	0	
Motley	Motley ISD	7	0	0	0	0	5	1	1 unidentifiable for gender

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F

Table 2

Racial, Ethnic, and Gender
Make Up of Local School Boards
In Texas By County

		# OF SCHOOL	BLACK		HISPANIC		OTHER		
COUNTY	DISTRICT NAME	BOARD MEMBERS	M	F	M	F	M	F	ADDITIONAL INFORMATION
Nacogdoches	Chireno ISD	7	0	0	0	0	7	0	
	Cushing ISD	7	0	0	0	0	7	0	
	Garrison ISD	7	0	0	0	0	6	1	
	Nacogdoches ISD	7	0	0	0	0	5	2	
	Woden ISD	7	0	0	0	0	6	1	
	Central Heights ISD	7	0	0	0	0	6	1	
	Etoile ISD	7	0	0	0	0	7	0	
	Douglass ISD	3	0	0	0	0	3	0	
Navarro	Blooming Grove ISD	7	0	0	0	0	5	2	
	Corsicana ISD	7	0	0	0	0	6	1	
	Dawson ISD	7	0	0	0	0	7	0	
	Frost ISD	7	0	0	0	0	5	2	
	Kerens ISD	7	0	0	0	0	5	2	
	Mildred ISD	7	0	0	0	0	7	0	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol.8, 1978, pp. 216-218.

Appendix F

Table 2
Racial, Ethnic and Gender
Make Up of Local School Boards
in Texas by County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK M	BLACK F	HISPANIC M	HISPANIC F	OTHER M	OTHER F	ADDITIONAL INFORMATION
Navarro	Rice ISD	7	0	0	0	0	7	0	
Newton	Burkeville ISD	7	0	0	0	0	5	2	
	Deweyville ISD	7	0	0	0	0	7	0	
Nolan	Roscoe ISD	7	0	0	0	0	7	0	
	Sweetwater ISD	8	0	0	0	0	8	0	
	Blackwell ISD	6	0	0	0	0	6	0	
Nueces	Aqua Dulce ISD	7	0	0	1	0	6	0	
	Bishop ISD	7	0	0	1	0	5	1	
	Calallen ISD	7	0	0	0	0	6	1	
	Corpus Christi ISD	7	0	0	2	0	5	0	
	Driscoll ISD	7	0	0	4	0	3	0	
	London ISD	7	0	0	0	0	6	1	
	Port Aransas ISD	7	0	0	1	0	5	1	
	Robstown ISD	7	0	0	7	0	0	0	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F
Table 2

Racial, Ethnic, and Gender Make Up of Local School Boards In Texas By County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK M	BLACK F	HISPANIC M	HISPANIC F	OTHER M	OTHER F	ADDITIONAL INFORMATION
Nueces	Santa Cruz ISD	7	0	0	0	0	7	0	
	Tuloso-Midway ISD	7	0	0	0	0	5	2	
	Banquete ISD	7	0	0	2	0	5	0	
	Flour Bluff ISD	7	0	0	0	0	6	1	
	West Oso ISD	7	1	0	3	1	2	0	
Ochiltree	Perryton ISD	8	0	0	0	0	7	1	
	Waka ISD	7	0	0	0	0	7	0	
Oldham	Boys Ranch ISD	2	0	0	0	0	2	0	
	Vega ISD	7	0	0	0	0	7	0	
	Adrian ISD	7	0	0	0	0	7	0	
	Wildorado ISD	7	0	0	0	0	7	0	
Orange	Bridge City ISD	7	0	0	1	0	5	1	
	Orangefield ISD	7	0	0	0	0	7	0	
	West Orange-Cove Cons ISD	7	0	0	0	0	6	1	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F
Table 2

Racial, Ethnic, and Gender
Make Up of Local School Boards
in Texas By County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK M	BLACK F	HISPANIC M	HISPANIC F	OTHER M	OTHER F	ADDITIONAL INFORMATION
Orange	Vidor ISD	7	0	0	0	0	7	0	
	Lit Cypress-Mrce-Ville ISD	7	0	0	0	0	6	1	
Palo Pinto	Gordon ISD	7	0	0	0	0	6	1	
	Graford ISD	7	0	0	0	0	7	0	
	Mineral Wells ISD	7	0	0	0	0	6	1	
	Santo ISD	7	0	0	0	0	7	0	
	Strawn ISD	7	0	0	0	0	6	1	
	Palo Pinto ISD	7	0	0	0	0	6	1	
Panola	Beckville ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Carthage ISD	7	0	0	0	0	6	1	
	Gary ISD	7	0	0	0	0	7	0	
Parker	Poolville ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Springtown ISD	7	0	0	0	0	7	0	
	Weatherford ISD	7	0	0	0	0	5	2	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol.8, 1978, pp. 216-218.

Appendix F
Table 2

Racial, Ethnic, and Gender Make Up of Local School Boards In Texas By County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK M	BLACK F	HISPANIC M	HISPANIC F	OTHER M	OTHER F	ADDITIONAL INFORMATION
Parker	Millsap ISD	7	0	0	0	0	7	0	
	Aledo ISD	7	0	0	0	0	6	1	
	Peaster ISD	7	0	0	0	0	7	0	
	Brock ISD	7	0	0	0	0	7	0	
	Garner ISD	7	0	0	0	0	7	0	
Parmer	Bovina ISD	7	0	0	0	0	7	0	
	Farwell ISD	7	0	0	0	0	7	0	
	Friona ISD	7	0	0	0	0	7	0	
	Lazbuddie ISD	7	0	0	0	0	7	0	
Pecos	Buena Vista ISD	7	0	0	1	0	6	0	
	Ft. Stockton ISD	7	0	0	3	0	4	0	
	Iraan-Sheffield ISD	7	0	0	1	0	5	1	
Polk	Big Sandy ISD	7	0	0	0	0	7	0	
	Goodrich ISD	7	0	0	0	0	7	0	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

?

Appendix F
Table 2

Racial, Ethnic, and Gender Make Up of Local School Boards In Texas By County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK M	BLACK F	HISPANIC M	HISPANIC F	OTHER M	OTHER F	ADDITIONAL INFORMATION
Polk	Corrigan-Camden ISD	7	0	0	0	0	7	0	
	Leggett ISD	6	1	0	0	0	5	0	
	Livington ISD	7	2	0	0	0	5	0	
	Onalaska ISD	7	0	0	0	0	6	1	
Potter	Amarillo ISD	8	0	0	1	0	6	1	
	River Road ISD	7	0	0	0	0	5	2	
	Highland Park ISD	7	0	0	0	0	6	1	
	Bushland ISD	5	0	0	0	0	5	0	
Presidio	Marfa ISD	7	0	0	1	0	5	1	
	Presidio	7	0	0	6	0	1	0	
Rains	Rains ISD	7	0	0	0	0	6	1	
Randall	Canyon ISD	7	0	0	0	0	6	1	
Reagan	Reagan ISD	7	0	0	0	0	6	1	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F
Table 2

Racial, Ethnic, and Gender Make Up of Local School Boards In Texas By County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK		HISPANIC		OTHER		ADDITIONAL INFORMATION
			M	F	M	F	M	F	
Red River	Avery ISD	7	0	0	0	0	6	1	
	Talco-Bogata Cons ISD	6	0	0	0	0	6	0	
	Clarksville ISD	7	0	0	0	0	5	2	
	Detroit ISD	7	1	0	0	0	6	0	
Reeves	Pecos-Barstow-Toyah ISD	7	0	0	1	0	5	1	
	Balmorhea ISD	7	0	0	2	0	5	0	
Refugio	Austin-Tivoli ISD	7	0	0	0	0	7	0	
	Woodsboro ISD	7	0	0	1	0	6	0	
	Refugio ISD	7	0	0	0	0	7	0	
Roberts	Miami ISD	7	0	0	0	0	5	0	2 unidentifiable for gender
Robertson	Bremond ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Calvert ISD	7	1	0	0	0	6	0	
	Franklin ISD	7	0	0	0	0	7	0	
	Hearne ISD	7		0	0	0	5	1	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol.8, 1978, pp. 216-218.

Appendix F
Table 2

Racial, Ethnic, and Gender
Make Up of Local School Boards
In Texas By County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK		HISPANIC		OTHER		ADDITIONAL INFORMATION
			M	F	M	F	M	F	
Robertson	Mumford ISD	7	0	0	0	0	7	0	
Rockwall	Rockwall ISD	7	0	0	0	0	7	0	
	Royse City ISD	7	0	0	0	0	7	0	
Runnels	Ballinger ISD	7	0	0	0	0	6	1	
	Miles ISD	7	0	0	0	0	7	0	
	Winters ISD	7	0	0	0	0	7	0	
	Wingate ISD	7	0	0	0	0	7	0	
	Olfen ISD	3	0	0	0	0	3	0	
Rusk	Henderson ISD	7	0	0	0	0	7	0	
	Laneville ISD	7	0	0	0	0	7	0	
	Leveretts Chapel ISD	7	0	0	0	0	5	2	
	Mount Enterprise ISD	7	0	0	0	0	7	0	
	Overton ISD	7	0	0	0	0	7	0	
	Tatum ISD	7	2	0	0	0	3	2	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F

Table 2

Racial, Ethnic, and Gender Make Up of Local School Boards In Texas By County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK M	BLACK F	HISPANIC M	HISPANIC F	OTHER M	OTHER F	ADDITIONAL INFORMATION
Rusk	West Rusk ISD	7	0	0	0	0	0	6	1 unidentifiable for gender
Sabine	Hemphill ISD	7	0	0	0	0	6	1	
	West Sabine ISD	7	0	0	0	0	7	0	
San Augustine	San Augustine ISD	5	0	0	0	0	4	1	
	Broaddus ISD	7	0	0	0	0	7	0	
San Jacinto	Coldspring-Oakhurst ISD	7	1	1	0	0	5	0	
	Shepherd ISD	7	1	0	0	0	6	0	
San Patricio	Aransas Pass ISD	6	0	0	0	0	5	1	
	Gregory-Portland ISD	7	0	0	1	0	5	1	
	Ingleside ISD	7	0	0	0	0	7	0	
	Mathis ISD	7	0	0	2	0	5	0	
	Odem ISD	7	0	0	4	0	2	1	
	Sinton ISD	7	0	0	2	0	3	2	
	Taft ISD	7	0	0	2	2	1	1	1 unidentifiable for gender

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol.8, 1978, pp 216-218.

Appendix F
Table 2

Racial, Ethnic, and Gender Make Up of Local School Boards In Texas By County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK		HISPANIC		OTHER		ADDITIONAL INFORMATION
			M	F	M	F	M	F	
San Saba	San Saba ISD	7	0	0	0	0	7	0	
	Richland Springs ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
Schleicher	Schleicher ISD	7	0	0	0	1	5	0	1 unidentifiable for gender
Scurry	Hermleigh ISD	7	0	0	0	0	7	0	
	Synder ISD	8	0	0	0	0	7	1	
	Ira ISD	7	0	0	0	0	7	0	
Shackelford	Albany ISD	7	0	0	0	0	4	3	
	Moran ISD	7	0	0	0	0	7	0	
Shelby	Excelsior CSD	7	0	0	0	0	7	0	
	Center ISD	7	0	0	0	0	7	0	
	Joaquin ISD	7	0	0	0	0	7	0	
	Shelbyville ISD	7	0	0	0	0	7	0	
	Tenaha ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Timpson ISD	7	0	0	0	0	7	0	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F

Table 2

Racial, Ethnic and Gender Make Up of Local School Boards In Texas by County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK M	BLACK F	HISPANIC M	HISPANIC F	OTHER M	OTHER F	ADDITIONAL INFORMATION
Sherman	Texhoma ISD	5	0	0	0	0	5	0	
	Stratford ISD	7	0	0	0	0	4	1	2 unidentifiable for gender
Smith	Arp ISD	7	0	0	0	0	7	0	
	Bullard ISD	7	0	0	0	0	7	0	
	Lindale ISD	7	0	0	0	0	7	0	
	Troup ISD	7	0	0	0	0	7	0	
	Tyler ISD	8	2	0	0	0	5	1	
	Whitehouse ISD	7	0	0	0	0	7	0	
	Chapel Hill ISD	7	0	0	0	0	7	0	
	Winona ISD	7	0	0	0	0	7	0	
Somervell	Glen Rose ISD	7	0	0	0	0	7	0	
Starr	Rio Grande ISD	8	0	0	7	0	1	0	
	San Isidro ISD	8	0	0	8	0	0	0	
	Roma ISD	6	0	0	5	1	0	0	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F

Table 2

Racial, Ethnic, and Gender
Make Up of Local School Boards
In Texas By County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK M	BLACK F	HISPANIC M	HISPANIC F	OTHER M	OTHER F	ADDITIONAL INFORMATION
Stephens	Breckenridge ISD	8	0	0	0	0	8	0	
Sterling	Sterling City ISD	7	0	0	0	0	7	0	
Stonewall	Aspermont ISD	7	0	0	0	0	6	1	
Sutton	Sonora ISD	7	0	0	1	0	4	2	
Swisher	Happy ISD	7	0	0	0	0	6	1	
	Tulia ISD	7	0	0	0	0	7	0	
	Kress ISD	7	0	0	0	0	7	0	
Tarrant	Arlington ISD	7	0	0	0	0	6	1	
	Birdville ISD	7	0	0	0	0	6	1	
	Everman ISD	7	0	0	0	0	6	1	
	Ft. Worth ISD	9	1	1	1	0	3	3	
	Grapevine ISD	7	0	0	0	0	6	1	
	Keller ISD	7	0	0	0	0	6	1	
	Mansfield ISD	7	0	0	0	0	6	1	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

89

801

802

Appendix F

Table 2

Racial, Ethnic and Gender
Make Up of Local School Boards
in Texas by County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK M	BLACK F	HISPANIC M	HISPANIC F	OTHER M	OTHER F	ADDITIONAL INFORMATION
Tarrant	Lake Worth ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Crowley ISD	7	0	0	0	0	4	1	2 unidentifiable for gender
	Kennedale ISD	7	0	0	0	0	7	0	
	Azle ISD	7	0	0	0	0	7	0	
	Hurst-Euless-Bedford ISD	7	0	0	0	0	5	2	
	Castleberry ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Eagle-Mt. Saginaw ISD	7	0	0	0	0	6	1	
	Carroll ISD	7	0	0	0	0	6	1	
	White Settlement ISD	7	0	0	0	0	6	1	
Taylor	Abilene ISD	7	0	0	0	0	6	1	
	Merkel ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Trent ISD	7	0	0	0	0	6	1	
	Jim Ned ISD	8	0	0	0	0	7	0	1 unidentifiable for gender
	Wylie ISD	7	0	0	0	0	7	0	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F
Table 2

Racial, Ethnic, and Gender Make Up of Local School Boards In Texas By County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK M	BLACK F	HISPANIC M	HISPANIC F	OTHER M	OTHER F	ADDITIONAL INFORMATION
Taylor	Hamby ISD	7	0	0	0	0	6	1	
Terrell	Terrell Co. ISD	8	0	0	1	0	4	0	3 unidentifiable for gender
Terry	Brownfield ISD	7	0	0	0	0	6	1	
	Meadow ISD	7	0	0	0	0	7	0	
	Union ISD	7	0	0	0	0	7	0	
	Wellman ISD	7	0	0	0	0	7	0	
Throckmorton	Throckmorton ISD	7	0	0	0	0	6	1	
	Wooden ISD	7	0	0	0	0	7	0	
Titus	Mt. Pleasant ISD	7	0	0	0	0	7	0	
	Winfield ISD	7	0	0	0	0	7	0	
	Chapel Hill ISD	7	0	0	0	0	7	0	
	Harts Bluff ISD	9	0	0	0	0	9	0	
Tom Green	Christoval ISD	7	0	0	0	0	4	3	
	San Angelo ISD	7	0	0	1	0	5	1	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F
Table 2

Racial, Ethnic, and Gender
Make Up of Local School Boards
In Texas By County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK M	BLACK F	HISPANIC M	HISPANIC F	OTHER M	OTHER F	ADDITIONAL INFORMATION
Tom Green	Water Valley ISD	7	0	0	0	0	7	0	
	Wall ISD	7	0	0	0	0	7	0	
	Grape Creek-Pulliam ISD	7	0	0	0	0	7	0	
	Veribest ISD	7	0	0	0	0	7	0	
Travis	Austin ISD	7	1	0	1	0	3	1	1 unidentifiable for gender
	Pflugerville ISD	7	0	0	0	0	7	0	
	Manor ISD	7	0	0	0	0	7	0	
	Eanes ISD	7	0	0	0	0	4	3	
	Del Valle ISD	7	0	0	0	0	6	1	
	Lago Vista ISD	3	0	0	0	0	2	1	
Trinity	Groveton ISD	7	0	0	0	0	5	0	2 unidentifiable for gender
	Trinity ISD	7	0	0	0	0	5	0	2 unidentifiable for gender
	Centerville ISD	7	0	0	0	0	6	1	
	Apple Springs ISD	7	0	0	0	0	7	0	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F
Table 2

Racial, Ethnic, and Gender Make Up of Local School Boards In Texas By County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK M	BLACK F	HISPANIC M	HISPANIC F	OTHER M	OTHER F	ADDITIONAL INFORMATION
Tyler	Colmesnil ISD	7	0	0	0	0	7	0	
	Woodville ISD	7	0	0	0	0	5	2	
	Warren ISD	7	0	0	0	0	7	0	
	Spurger ISD	7	0	0	0	0	7	0	
	Chester ISD	7	0	0	0	0	6	1	
Upshur	Big Sandy ISD	7	0	0	0	0	7	0	
	Gilmer ISD	7	0	0	0	0	6	1	
	Ore City ISD	7	0	0	0	0	7	0	
	Union Hill ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Harmony	7	0	0	0	0	6	0	1 unidentifiable for gender
	New Diana ISD	7	0	0	0	0	7	0	
	Union Grove ISD	7	0	0	0	0	6	1	
Upton	McCamey ISD	8	0	0	0	0	6	0	2 unidentifiable for gender
	Rankin ISD	7	0	0	0	0	7	0	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F
Table 2
Racial, Ethnic and Gender
Make Up of Local School Boards
in Texas by County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK		HISPANIC		OTHER		ADDITIONAL INFORMATION
			M	F	M	F	M	F	
Uvalde	Knippa ISD	7	0	0	0	0	7	0	
	Sabinal ISD	7	0	0	0	0	7	0	
	Uvalde Cons ISD	7	0	0	0	0	6	1	
	Utopia ISD	7	0	0	0	0	7	0	
Val Verde	Juno ISD	2	0	0	0	0	2	0	
	San Felipe-Del Rio ISD	7	0	0	3	0	4	0	
	Comstock ISD	5	0	0	0	0	5	0	
Van Zandt	Canton ISD	7	0	0	0	0	7	0	
	Edgewood ISD	7	0	0	0	0	7	0	
	Grand Saline ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Martins Mill ISD	6	0	0	0	0	6	0	
	Van ISD	7	0	0	0	0	6	1	
	Wills Point ISD	7	0	0	0	0	7	0	
	Fruitvale ISD	6	0	0	0	0	6	0	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol.8, 1978, pp. 216-218.

Appendix F
Table 2
Racial, Ethnic, and Gender Make Up of Local School Boards In Texas By County

		# OF SCHOOL	BLACK		HISPANIC		OTHER		
COUNTY	DISTRICT NAME	BOARD MEMBERS	M	F	M	F	M	F	ADDITIONAL INFORMATION
Victoria	Bloomington ISD	7	0	0	2	1	4	0	
	Victoria Cons ISD	7	0	0	1	0	6	0	
	McFaddin ISD	3	0	0	0	0	3	0	
	Nursery ISD	6	0	0	0	0	6	0	
Walker	New Waverly ISD	7	1	0	0	0	5	1	
	Huntsville ISD	7	0	0	0	0	5	2	
	Windham Schools	2	0	0	0	0	2	0	
Waller	Hempstead ISD	7	0	0	0	0	7	0	
	Waller ISD	7	2	0	0	0	4	1	
	Royal ISD	7	0	0	0	0	5	0	2 unidentifiable for gender
Ward	Monahans-Wickett-Pyote ISD	7	0	0	0	0	7	0	
	Grandfalls-Royalty ISD	7	0	0	1	0	6	0	
Washington	Brenham ISD	7	0	0	0	0	4	3	
	Burton ISD	7	0	0	0	0	7	0	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F
Table 2
Racial, Ethnic, and Gender Make Up of Local School Boards In Texas By County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK M	BLACK F	HISPANIC M	HISPANIC F	OTHER M	OTHER F	ADDITIONAL INFORMATION
Webb	Laredo ISD	7	0	0	4	1	0	1	1 unidentifiable for gender
	Mirando City ISD	7	0	0	3	0	2	2	
	United ISD	7	0	0	3	1	2	1	
	Webb Cons ISD		0	0	4	2	1	0	
Wharton	Boling ISD	7	0	0	0	1	6	0	
	East Bernard ISD	7	0	0	0	0	7	0	
	El Campo ISD	7	0	0	0	0	5	2	
	Wharton ISD	7	0	0	0	0	6	1	
	Louise ISD	7	0	0	0	0	7	0	
Wheeler	Mobeetie ISD	7	0	0	0	0	7	0	
	Shamrock ISD	7	0	0	0	0	7	0	
	Wheeler ISD	7	0	0	0	0	6	1	
	Allison ISD	7	0	0	0	0	7	0	
	Kelton ISD	7	0	0	0	0	7	0	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F

Table 2
Racial, Ethnic and Gender
Make Up of Local School Boards
In Texas by County

		# OF SCHOOL	BLACK		HISPANIC		OTHER		
COUNTY	DISTRICT NAME	BOARD MEMBERS	M	F	M	F	M	F	ADDITIONAL INFORMATION
Wheeler	Briscoe ISD	7	0	0	0	0	7	0	
	Lela ISD	7	0	0	0	0	7	0	
Wichita	Burkburnett ISD	7	0	0	0	0	7	0	
	Electra ISD	7	0	0	0	0	6	1	
	Iowa Park Cons ISD	7	0	0	0	0	6	1	
	Wichita Falls ISD	7	0	0	0	0	6	1	
	City View ISD	7	0	0	1	0	6	0	
Wilbarger	Harold ISD	7	0	0	0	0	6	0	1 unidentifiable for gender
	Vernon Cons ISD	7	0	0	0	0	6	1	
	Northside ISD	7	0	0	0	0	7	0	
Willacy	LaSara ISD	7	0	0	5	0	1	1	
	Lyford ISD	7	0	0	4	0	3	0	
	Raymond ISD	7	0	0	3	0	3	1	
	San Perlita ISD	7	0	0	0	1	6	0	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol.8, 1978, pp. 216-218.

Appendix F
Table 2

Racial, Ethnic, and Gender Make Up of Local School Boards In Texas By County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK M	BLACK F	HISPANIC M	HISPANIC F	OTHER M	OTHER F	ADDITIONAL INFORMATION
Williamson	Florence ISD	7	0	0	0	0	6	1	
	Georgetown ISD	7	0	0	0	0	6	1	
	Granger ISD	7	0	0	0	0	6	1	
	Hutto ISD	7	0	0	0	0	7	0	
	Jarrell ISD	7	0	0	0	0	6	1	
	Liberty Hill ISD	7	0	0	0	0	7	0	
	Round Rock ISD	7	0	0	1	0	4	2	
	Taylor ISD	7	0	0	0	0	7	0	
	Thrall ISD	7	0	0	0	0	5	2	
	Leander ISD	7	0	0	0	0	6	1	
	Coupland ISD	7	0	0	0	0	5	2	
Wilson	Floresville ISD	7	0	0	1	0	6	0	
	La Vernia ISD	7	0	0	0	0	7	0	
	Poth ISD	7	0	0	2	0	4	0	1 unidentifiable for gender

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F
Table 2

Racial, Ethnic, and Gender Make Up of Local School Boards In Texas By County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK M	BLACK F	HISPANIC M	HISPANIC F	OTHER M	OTHER F	ADDITIONAL INFORMATION
Wilson	Stockdale ISD	7	0	0	0	0	7	0	
Winkler	Kermit ISD	6	0	0	0	0	4	2	
	Wink-Loving ISD	7	0	0	0	0	7	0	
Wise	Alvord ISD	7	0	0	0	0	7	0	
	Boyd ISD	7	0	0	1	0	6	0	
	Bridgeport ISD	7	0	0	0	0	5	2	
	Chico ISD	7	0	0	0	0	7	0	
	Decatur ISD	7	0	0	0	0	6	1	
	Paradise ISD	7	0	0	0	0	6	1	
	Slidell ISD	7	0	0	0	0	6	1	
Wood	Hawkins ISD	6	0	0	0	0	6	0	
	Mineolo ISD	7	0	0	0	0	6	1	
	Quitman ISD	7	0	0	0	0	5	1	1 unidentifiable for gender
	Yantis ISD	7	0	0	0	0	7	0	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol. 8, 1978, pp. 216-218.

Appendix F
Table 2

Racial, Ethnic, and Gender
Make Up of Local School Boards
In Texas By County

COUNTY	DISTRICT NAME	# OF SCHOOL BOARD MEMBERS	BLACK		HISPANIC		OTHER		ADDITIONAL INFORMATION
			M	F	M	F	M	F	
Wood	Alba-Golden ISD	7	0	0	0	0	7	0	
	Winnsboro ISD	7	0	0	0	0	6	1	
Yoakum	Denver City ISD	7	0	0	0	0	7	0	
	Plains ISD	7	0	0	0	0	5	0	2 unidentifiable for gender
Young	Graham ISD	7	0	0	0	0	5*	1	1 unidentifiable for gender
	Newcastle ISD	7	0	0	0	0	5	0	2 unidentifiable for gender
	Olney ISD	7	0	0	0	0	6	1	
Zapata	Zapata ISD	7	0	0	7	0	0	0	
Zavala	Crystal City ISD	7	0	0	5	2	0	0	
	La Pryor ISD	7	0	0	2	0	5	0	
									(470 others, unidentified for gender
									(9 Hispanics, unidentified for gender
									(2 Blacks, unidentified for gender
	TOTALS	7256	63	5	410	50	5622	625	

SOURCE: Texas Education Agency, 1978-79 Texas School Directory, pp. 138-243. Names of Mexican Americans were cross-referenced from the 1970 Census General Coding Procedures Manual, "Detailed List of Spanish Surnames." The identification of Black Local School Board Trustees was from the Joint Center for Political Studies, National Roster of Black Elected Officials, Washington, D.C., Vol.8, 1978, pp. 216-218.

Appendix F
Table 3

Listing of Spanish-Surnamed School Superintendents In Texas by County and School District 1977

COUNTY	DISTRICT	SPANISH-SURNAMED SUPERINTENDENTS
Bexar	Edgewood ISD	James Vasquez
	Southside ISD	Louis Bernal
Brooks	Brooks ISD	Alberto Byington *
Cameron	Brownsville ISD	Raul Besteiro, Jr.
	Los Fresnos CISD	A. N. Vallado
	Point Isabel ISD	Martin Pena, Jr.
Duval	Benavides ISD	Gilbert S. Gil
	San Diego ISD	Manuel C. Solis, Jr.
El Paso	Canutillo	Mr. Inez R. Ramirez
Frio	Dilley ISD	Alfonso Obregon
Hidalgo	Donna ISD	Ruben Rodriquez
	Edcouch-Elsa ISD	Daniel Hernandez
	Edinburg ISD	Ruben Gallegos
	Hidalgo ISD	Fred G. Garcia

SOURCE: Texas Education Agency, 1978-1979 Texas School Directory, pp.

* Ethnicity confirmed by Technical Assistance Director of Texas Education Agency.

Appendix F
Table 3

Listing of Spanish-Surnamed School Superintendents In Texas By County And School Districts 1977

COUNTY	DISTRICT	SPANISH-SURNAMED SUPERINTENDENTS
Hidalgo	Mercedes ISD	Rodolfo Gonzalez
	Pharr-San Juan-Alamo ISD	Augusto Guerra
	La Joya ISD	Alejo Salinas, Jr.
	Weslaco ISD	A. N. Rico
	La Villa ISD	Alejos Salazar
Jim Hogg	Jim Hogg County ISD	E. G. Nava
Maverick	Eagle Pass ISD	Gonzalo Garza
Nueces	West Oso ISD	Ramon Hinojosa
Starr	Rio Grande City ISD	A. E. Garcia
	Roma ISD	Eleuterio Garza, Jr.
Webb	Laredo ISD	Vidal M. Trevino
Willacy	La Sara	J. A. Flores
Zapata	Zapata ISD	Antonio Molina
Zavala	Crystal City ISD	Victor Lopez

SOURCE: Texas Education Agency, 1978-1979 Texas School Directory, pp.

Appendix F
Table 3

Listing of Spanish-Surnamed School Superintendents In Texas by County and School District 1977

COUNTY	DISTRICT	SPANISH-SURNAMED SUPERINTENDENTS
Hidalgo	Monte Alto ISD	Jose Borrego

SOURCE Texas Education Agency, 1978-1979 Texas School Directory, pp.

Table 4

Characteristics of Selected Personnel By Race, Ethnicity, and Gender

Austin Independent School District
1976-77

Position	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Principals	78	57	43	6	8	0	21	15	4	2	0
Elementary Teachers	1,636	114	79	19	16	0	1,522	1,097	246	176	3
School Teachers	1,457	626	525	41	58	2	831	657	100	74	0

[1] Other includes Asian Americans and Native Americans.

SOURCE: U.S. Department of Health, Education, and Welfare, Office for Civil Rights, Directory of Elementary and Secondary School Districts, and Schools in Selected School Districts School Year 1976-1977, Vol. II (Texas)

Table 5

Characteristics of Selected Personnel By Race, Ethnicity, and Gender

Corpus Christi Independent School District
1976-77

Position	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Principals	55	52	32	4	16	0	3	2	0	1	0
Elementary Teachers	823	58	26	2	30	0	823	434	51	280	0
School Teachers	919	400	279	15	106	0	519	404	26	89	0

[1] Other includes Asian Americans and Native Americans.

SOURCE: U.S. Department of Health, Education, and Welfare, Office for Civil Rights, Directory of Elementary and Secondary School Districts, and Schools in Selected School Districts School Year 1976-1977, Vol. II (Texas)

Table 6

Characteristics of Selected Personnel
By Race, Ethnicity, and Gender

Dallas Independent School District
1976-77

Position	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Principals	197	156	117	31	8	0	41	25	14	2	0
Elementary Teachers	3,023	319	160	125	34	0	2,704	1,682	820	196	6
School Teachers	2,969	1,229	824	347	55	3	1,740	1,092	573	71	4

[1] Other includes Asian Americans and Native Americans.

SOURCE: U.S. Department of Health, Education, and Welfare, Office for Civil Rights, Directory of Elementary and Secondary School Districts, and Schools in Selected School Districts School Year 1976-1977, Vol. II (Texas)

Table 7

Characteristics of Selected Personnel
By Race, Ethnicity, and Gender

El Paso Independent School District
1976-77

Position	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Principals	62	43	23	0	19	1	19	11	1	7	0
Elementary Teachers	1,600	169	75	6	88	-	1,431	832	60	520	19
School Teachers	1,288	648	403	21	219	5	640	447	35	155	3

[1] Other includes Asian Americans and Native Americans.

SOURCE: U.S. Department of Health, Education, and Welfare, Office for Civil Rights, Directory of Elementary and Secondary School Districts, and Schools in Selected School Districts School Year 1976-1977, Vol. II (Texas)

Table 8

Characteristics of Selected Personnel
By Race, Ethnicity, and Gender

Fort Worth Independent School District
1976-77

Position	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Principals	104	86	70	15	1	0	18	15	3	0	0
Elementary Teachers	1,132	64	30	20	14	0	1,068	716	286	66	0
School Teachers	2,450	544	390	137	17	0	906	689	192	25	0

[1] Other includes Asian Americans and Native Americans.

SOURCE: U.S. Department of Health, Education, and Welfare, Office for Civil Rights, Directory of Elementary and Secondary School Districts, and Schools in Selected School Districts School Year 1976-1977, Vol. II (Texas)

Table 9

Characteristics of Selected Personnel By Race, Ethnicity, and Gender

Houston Independent School District
1976-77

Position	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Principals	240	131	65	60	6	0	109	57	36	15	1
Elementary Teachers	5,338	366	167	174	24	1	4,972	4,972	2,147	247	32
School Teachers	4,269	1,465	820	555	75	15	2,804	1,532	1,149	111	12

[1] Other includes Asian Americans and Native Americans.

SOURCE: U.S. Department of Health, Education, and Welfare, Office for Civil Rights, Directory of Elementary and Secondary School Districts, and Schools in Selected School Districts School Year 1976-1977, Vol. II (Texas)

Table 10

Characteristics of Selected Personnel By Race, Ethnicity, and Gender

San Antonio Independent School District
1976-77

Position	Total	MALE					FEMALE				
		Total	White/ Anglo	Black	Hispanic	Other[1]	Total	White/ Anglo	Black	Hispanic	Other[1]
Principals	90	48	22	6	20	0	42	18	13	11	0
Elementary Teachers	1,183	83	27	26	30	0	1,100	565	206	328	1
School Teachers	1,211	567	344	80	142	1	644	405	102	135	2

[1] Other includes Asian Americans and Native Americans.

SOURCE: U.S. Department of Health, Education, and Welfare, Office for Civil Rights, Directory of Elementary and Secondary School Districts, and Schools in Selected School Districts School Year 1976-1977, Vol. II (Texas)